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## I. INTRODUCTION

The year under review may rightly be called and known as the year of the first serious drive for productivity in Cyprus. Although the Ministry continued implementation of its policy and objectives with the usual zeal and enthusiasm the main theme around which most of its efforts centred was productivity and its dovetailing with the overall development programme of the Government. The Ministry became convinced as the time went by that it must play a more positive role in this programme and in the economy of the island as a whole and, with the valuable assistance of Mr. Clifford Fee, the I.L.O. Expert, who arrived in the island late in 1961, it concentrated on its productivity drive which started with the training of supervisors, continued with the First Management Conference and Seminar and culminated in its application to the Special Fund of the U.N.O. for the establishment of a Productivity Centre in Cyprus. More details on this subject will be found in Section VI of this Report.

2. The combating of unemployment and the maintenance of industrial peace were the two other fields in which the Ministry directed its attention with considerable, almost unprecedented, success.

3. Through the sound economic policy of the Government and the improvement of the Employment Service of the Ministry unemployment at the end of the year was brought down to 2.3% of the economically active population, compared to 2.9% in 1961, a level which is generally accepted as being compatible with an expanding economy and satisfactory levels of employment. The big majority of the unemployed were unskilled workers (mainly under-employed farmers, or ex-farmers, and white-collar workers and graduates of secondary schools seeking clerical jobs). The policy of the Ministry in this matter has been to encourage the taking to manual jobs, to advocate the re-orientation of education - which is in the hands of the Communal Chambers - so that it could be adapted to the needs of the island's developing economy and, through regular employment surveys, to make a manpower assessment which would be of great value for Government's development programme and in guiding young men in choosing the right career. At the turn of the year there were hopeful

/signs

signs. Thus a number of secondary school graduates began to become interested in training in non-clerical jobs (e.g. in the hotel industry and the milling industry). Within this framework a committee was appointed in the Ministry in order to consider the question of apprenticeship with a view to placing it on a more formal basis and generally to make apprenticeship more attractive and remunerative to youth.

4. As an additional measure for the relief of unemployment the Ministry tightened restrictions on the issue of employment permits to aliens. Thus the Ministry recommended the issue of only 87 such permits in 1962 compared with 122 in 1961. A list of all aliens in the island has been prepared and is being carefully scrutinised so that all aliens whose stay in the island is no longer justified may leave as soon as possible. It is the policy of the Ministry not to recommend an employment permit for aliens unless it is satisfied that there are no suitable and available Cypriots for the particular occupation, and then only on condition that Cypriot understudies should be employed so as to replace the aliens within a reasonable period.

5. Industrial peace was also maintained at an exceptionally satisfactory level thanks to the willing cooperation and understanding of both sides of industry and the untiring efforts, for mediation and conciliation, by the Industrial Relations Section of the Ministry. One outstanding achievement in this respect, has been the conclusion of an Agreement - known as the Basic Agreement - between the Cyprus Employers' Consultative Association and the four Trade Union Federations which provides that both parties in industry should, before resorting to strikes and lock-outs, exhaust all peaceful means for the settlement of disputes. These means are clearly set out in the Agreement. The Agreement, which was formally endorsed by several employers' organisations and trade unions affiliated or belonging to the central federations, showed signs of bearing fruit within a few weeks of its having been signed.

6. The Factories' Section intensified its activities on the prevention of industrial accidents and generally on the application of the Factories Law and of other labour laws and initiated review of certain of these Laws with the object of amending them. Industrial accidents showed, however, a slight increase over the preceding year.

7. The policy of the Ministry and of the Government for the improvement of the existing social insurance scheme was implemented during the year by the preparation and submission to the Council of Ministers of a new Social Insurance Bill which would not only embrace provisions for the compensation of workers suffering accidents in the course of their employment (hitherto covered by the Workmen's Compensation Law) but would also increase benefits by about 50%. The bill, which was submitted to the Council of Ministers early in the year, became the subject of consideration by a foreign actuary whose final report was expected early in 1963, and is now under consideration by a Ministerial sub-committee. It is the intention of the Ministry to pursue the matter to its final conclusion during the ensuing year.

8. The Ministry continued to be severely handicapped in its work by the great number of unfilled vacancies among its junior as well as its senior staff, which amounted to 25% of its establishment. Four Employment Officers and a second Assistant Secretary were appointed during the year and there were definite indications that most of the vacant posts would be filled early in 1963.

The promotion of Mr. Irfan Suleyman to the post of Director-General of the Ministry (formerly known as Administrative Officer) took place on 1st March 1962.

9. Much of the credit for the success of the Ministry's work is due to individual effort as well as to the team work of the staff, which was always willing to work beyond normal office hours to cope with urgent or important demands.

The activities of the various Sections were coordinated, and the general administration of the Ministry was effected, in the first instance, by the Minister and the Director-General (assisted by two Assistant Secretaries) and, in the second instance, by the Coordination Committee which is composed of the Minister, the Director-General, one Assistant Secretary and the three Section Heads.

Work beyond the capabilities of a single officer, or which could best be performed by the cooperation of several officers, was entrusted to Committees, usually under the chairmanship of a senior officer. These Committees proved generally very effective. Through these arrangements a good spirit of team-work and dedication has been created and excellent human relations established throughout the service.

10. The Ministry believes that the issue of the Annual Reports of Government Departments early in the ensuing year is an important aspect of the responsibility of each Ministry or department, because the study of the data and trends made available in these reports is valuable in planning the activities of each Ministry.

In conformity with this belief the Ministry of Labour issued its 1961 Report in May 1962, being the first of all Ministries in this respect and effecting considerable improvement over previous years when reports were issued in August - September. Again this year the report is being issued on 1.4.1963. Appreciation for this feat is due to the editing Committee of the Ministry, the staff who have put in extra effort in order to make this possible and to the Departments of the Accountant-General, the Research and Statistics Department and other Ministries or Departments which have kindly co-operated by making available in time the necessary data and statistics.

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## II. REPORT ON THE EMPLOYMENT SECTION

### POLICY AND SCOPE OF ACTIVITIES

11. The main objective of the Employment Service of this Ministry is to help match the supply of labour on the one hand with the demand for labour on the other. In its efforts to achieve this, it seeks to gain the confidence of the employers, the workers and the general public. Each Employment Office should be regarded as the place where people with employment or unemployment problems can go for advice and information.

12. It is appreciated that in order to be of maximum help to the employers, the workers as well as the general public, the Employment Section should continuously strive to improve its services. An important step forward in this connection was made during the year under review.

13. The estimated mid-year population of Cyprus in 1962 was 580,000 of which 286,000 were males and 294,000 females.

The total, potential, and Economically Active population of the Island on the 11th December, 1960, (Census Date) was as follows:-

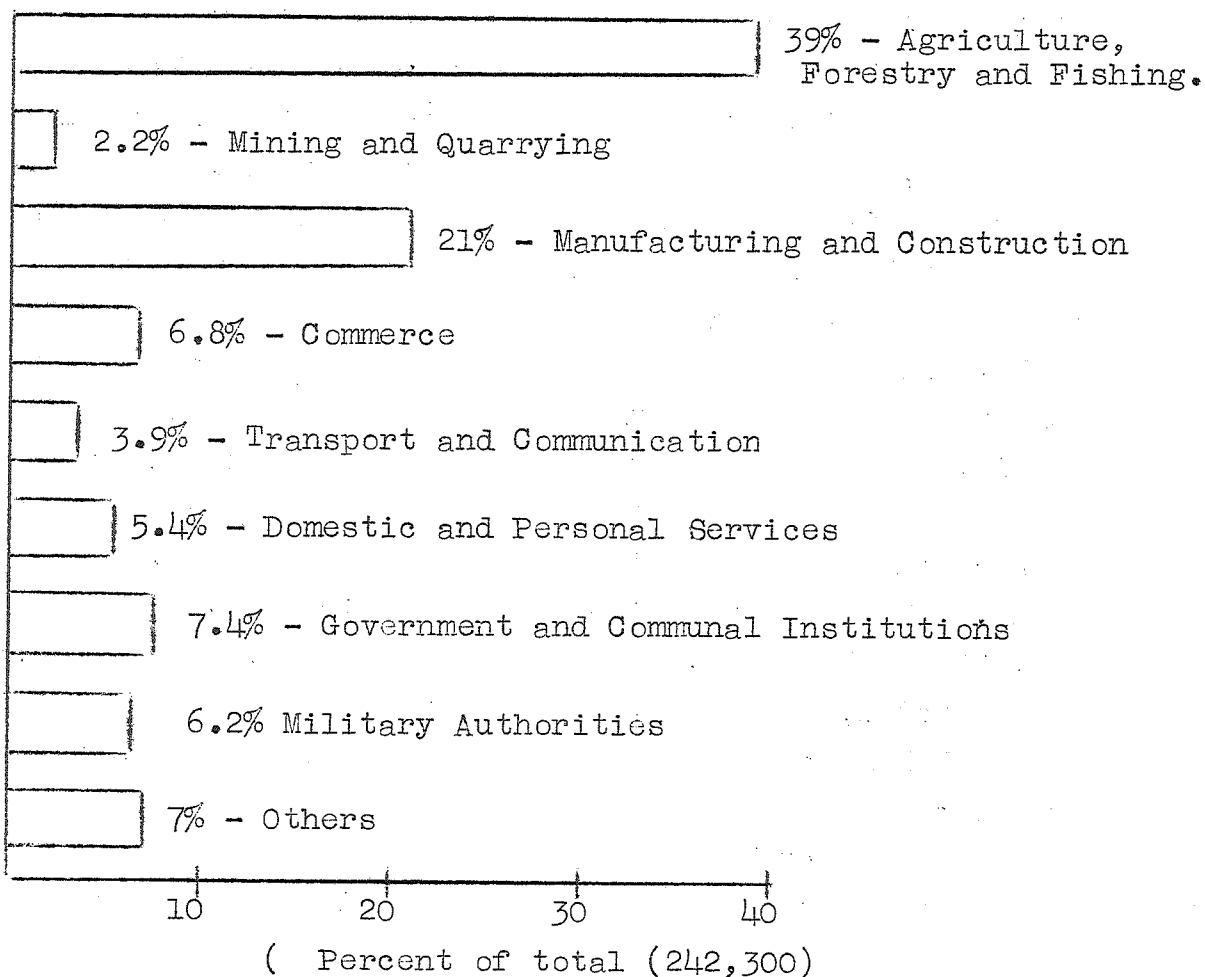
- (a) Total population 574,000, of which 282,000 males.
- (b) Potential working population 329,000, of which 158,000 males.
- (c) Economically Active Population, 242,000, of which 162,000 males.  
(This figure includes 4,000 males and 3,000 females under the age of 15).
- (d) The Economically Active population was distributed as follows:-

	<u>IN 000'S</u>
Agriculture, Fishing and Forestry	95.0
Mining and Quarrying	5.3
Manufacturing and Construction	53.0
Commerce	16.5
Transport & Communication	9.5
Domestic & Personal Services	13.0
Government and Communal Institutions	18.0
Military Authorities	15.0
Others	17.0

ECONOMICALLY ACTIVE POPULATION

242.3  
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The graph below shows the distribution of the Economically Active Population.



14. From the above figures it is shown that 39% of the Economically Active Population earn their living from the land, as compared with 47% according to the Census of 1946.

15. The number of persons engaged in manufacturing, mining, electricity, gas and water, during 1962, was 38,196;

TABLE No.1(for details see Table No.1).

In construction the number was 21,000.

#### MANPOWER SURVEY

16. Mr. Gerald R. Parrish, an I.L.O. Expert, who arrived in Cyprus in December 1961 on a one-year mission, studied the Organization of the Employment Service in Cyprus and made suggestions for its improvement.

Under his supervision, the Ministry of Labour and Social Insurance conducted three Manpower Surveys, two in the Nicosia/Kyrenia District and one in the Limassol District. The object of these surveys was to establish the availability of different skills, the manpower resources, and the training needs of the public or the private sector, as well



as the expected changes in employment three months and six months after the date on which the surveys were conducted. The findings of the surveys were submitted to the Working Committee on Planning and to other Ministries, so that they might utilize the information for the benefit of the country. This information was very significant for planning purposes, determining training needs, development projects, planning for employment trends etc.

#### EMPLOYMENT AND UNEMPLOYMENT

17. The employment situation has been steadily improving since January, 1961. The total number of those registered as unemployed during December, 1962, shows a decrease of 3,097 compared with the figures for January 1962. The monthly average of those registered as unemployed during the year under review was 5,597 (which is 2.3% of the Economically Active Population) compared with 6,999 during 1961 - a decrease in the monthly average of 1,402. The yearly average of the labour force employed by Government Departments reached an all-time high of 7,627 as compared with 4,777 in 1959, 5,411 in 1960, and 7,368 in 1961.

The decline of unemployment during 1962 becomes more important when it is viewed in relation to a drastic decrease of emigration during the same period. This can mainly be attributed to the initiation of several new Government projects which absorbed a considerable number of the unemployed.

#### EMIGRATION

18. The Commonwealth Immigration Act of the United Kingdom came into operation on 1st July 1962. The Act provided that all persons wishing to take up employment in the U.K. after that date must have an Employment Voucher. Before the Act came into force preparatory work had been made between the Passport Authorities of the British High Commissioner in Cyprus on the one hand, and the Immigration Officer and the Director-General of the Ministry of Labour and Social Insurance on the other, with the object of assisting prospective emigrants to the U.K. and avoiding difficulties and hardship to them. The District Labour Offices undertook to keep and issue the necessary application forms, to assist, if necessary, in the completion of these forms and to confirm the qualifications of applicants.

/The

The District Labour Offices further undertook to forward all applications for Employment Vouchers to the British Passport Authorities, to despatch or deliver the Employment Vouchers to the prospective emigrants and, generally, to inform the persons concerned of the result of their applications.

The Ministry of Labour of the United Kingdom issued 71 Employment Vouchers to Cypriots during the year under review. The Employment Section of the Ministry keeps a register of all vouchers issued.

Since the enactment of the Commonwealth Immigration Act emigration has dropped by 5,000 persons in comparison with the corresponding months of the previous year. The total number of immigrants and emigrants during 1962 was 337 and 6,277, respectively, compared with 1,173 and 13,489 during 1961. Cypriots mainly emigrate to the United Kingdom, Australia and other Commonwealth countries and to the United States of America.

#### UNDER-EMPLOYMENT AND MOBILITY OF LABOUR

19. Most of those who register as unemployed are usually not real wage earners but under-employed half-farmers seeking additional work in order to supplement their low income. On many occasions it was observed that there were not enough labourers to fill up vacancies in big Government projects. For example, in the villages of Mazotos, Pera and Dhiorios it was impossible to find the necessary number of workers for the water supply and irrigation works carried out by the Department of Water Development. Workers had, therefore, to be recruited from other villages, such as Palechori and Myrtou, through the services of the District Labour Officer Nicosia/Kyrenia, free transport being provided by the Department of Water Development. At Kiti, Mazotos and Tersefanou villages irrigation and water supply projects were delayed as no labourers could be secured for work, either from the area in question or from any other rural area of the Larnaca District, though free transport was made available.

20. A fact to be noted is that most of the unskilled male workers who registered themselves as unemployed were too old for work. This is why some of these workers could not be placed in employment and were shown as unemployed. In many cases employment was offered to persons registered as unemployed but was refused either because these persons were unwilling to work in any other place except the area in which they resided, or because the work was not suitable for them. This

/unwillingness

unwillingness to take up the work offered can be explained by the fact that many persons who register themselves as unemployed are in fact working part-time somewhere else, e.g. in their fields, and register in the hope that they may find a more remunerative job.

On the other hand a number of these persons are hiding the fact that they are working - even part time - in order to obtain unemployment benefit.

The District Labour Officers are doing their best to detect these cases, but it is very difficult to do so without the help of the public. Every law-abiding citizen has a duty to co-operate with the Employment Exchanges for the elimination of this practice which actually amounts to misappropriation of funds which belong to the whole working community of the island.

#### CLASSIFICATION OF THE REGISTERED UNEMPLOYED INTO TWO CATEGORIES

21. Since February 1962 the registered unemployed have been classified into two categories. The first category is known as "A" and consists of people who depend entirely on their wages for their livelihood. The second category is known as "B" and consists chiefly of small farmers who register as unemployed with the object of securing employment, mainly in Government projects, in order to supplement their low incomes.

The purpose of this division is to enable the local officers to distinguish between the two categories and to give some priority, when making placements, to those classified under category "A".

#### PEAK PERIOD OF UNEMPLOYMENT

22. The peak period of unemployment in Cyprus is during the months of December, January and February; it declines during the summer months. The reason why unemployment is higher during winter is the decrease in agricultural as well as construction and building activities. The improvement of the employment situation in the summer months is due to the increase of the agricultural activities, such as the cereal harvest and the picking of grapes, carobs, olives and citrus. The female unemployed also secure employment during this period in the packing of grapes, citrus etc., and the manipulation of tobacco leaves.

SCARCITY OF LABOURERS DUE TO LACK OF COORDINATION

23. In several cases it was observed that there was a scarcity of labourers when Government projects were launched simultaneously and in a period of agricultural activities. This could be avoided if better co-ordination existed between the departments which were responsible for the execution of these projects and if they also co-operated with the local officers of the Ministry of Labour, so that the employment situation could be fully examined before projects were started in certain areas. Such co-ordination would make it possible to provide work in different areas at a time when additional work is desired by the local population.

OCCUPATIONS SHOWING THE HIGHEST FIGURES OF UNEMPLOYED

24. The occupations showing the highest figures of unemployed are those of unskilled workers, masons, carpenters and joiners, drivers, and maidservants, while a shortage of skilled workers is usually observed. The reason why unemployment hits the above mentioned occupations is that during the period of emergency in Cyprus (1955 - 1959) the demand for these categories of workers was very high for the construction of the necessary headquarters, military hospitals, detention camps of the Colonial Government etc. Therefore, most of the people who could not find a job turned to these occupations in order to secure employment. After the establishment of the Republic many of these people continued to work at the British bases in the Island. When the various construction projects in the Bases were completed these people found themselves without a job as it was impossible for all of them to be absorbed so suddenly into the private or the public sector.

"WHITE COLLAR" WORKERS AND RE-ORIENTATION OF OUR EDUCATION

25. "Clerical workers", who constitute 23% of the registered unemployed, is another occupation which is overcrowded. This is attributed to the wide-spread preference among parents as well as young persons for non-manual jobs. The existing Classical and Commercial Schools are far too many, while there is a shortage of

/Technical

Technical Institutions. School-leavers have yet to realise that they will make a better career for themselves and at the same time become more useful to society if they retrained into manual and technical jobs. The steady demand among school-leavers for a clerical job simply helps to raise unemployment among them. However, because of their sound educational background, they could easily retrain in technical and manual skills. This could be done through training courses organized by Government or private industry, as well as through the medium of Technical and Professional Schools and Institutions. Our country needs more and more technical men and far less clerical workers and this must never be lost sight of.

26. It is obvious, therefore, that a more radical change of the orientations of our education is urgently needed. In the view of this Ministry the educational authorities of the island should reassess the long term repercussions of the present educational system, which produces about 2,000 school-leavers a year in excess of the present or anticipated needs of the country in white-collar employees. In the meantime and as a stop-gap measure for meeting the needs of the country in trained technicians and tradesmen and for providing employment opportunities for the hundreds of unemployed school-leavers retraining programmes should be initiated.

#### OCCUPATIONS SHOWING A SHORTAGE OF SUPPLY

27. While the occupations mentioned in the preceding two paragraphs are in poor demand, there are others for which there is an increasing demand, such as Quantity Surveyors, Civil Engineers, Architects, Automobile Engineers, Geologists, Hydraulic Engineers, Ship Captains, Qualified Nurses, Technical Assistants (Construction), Foremen (heavy plant machinery), Flour Mills Engineers, Hotel Managers, Shoe and Tailoring Designers, Compositors in Printing Industry, Upholsterers, Furniture Designers etc. On several occasions the District Labour Offices were unable to fill vacancies in most of these skills and,

/consequently,

consequently, employment permits had to be issued to aliens.

TABLES  
2,3,4,5,6.

For detailed information on Registrations and placements see Tables 2, 3, 4, 5, 6.

#### ADVISORY COMMITTEES TO THE EMPLOYMENT EXCHANGES

28. An Advisory Committee is attached to each of the Employment Exchanges in the districts of Nicosia/Kyrenia, Famagusta, Limassol, Larnaca and Paphos. These committees, which are composed of an equal number of workers' and employers' representatives, met regularly during the year to discuss matters concerning the organisation and operation of the Employment Service and to make recommendations on Employment Service policy. During 1962 a great effort was made to renovate these committees and to revive their effectiveness and activities.

29. Among the subjects discussed were the following:-

- (a) Unemployment.
- (b) The problem of employment of graduates.
- (c) Employment of disabled persons.
- (d) The difficulties with Government Regular Employees.
- (e) Conduct and output of casual workers.
- (f) Mobile Employment Service at Panayia locality.

The Minister watched closely and with great interest the activities of these committees and was always willing to consider carefully all suggestions made by them for the solution of a number of problems.

#### SPECIAL CASES

30. "Special cases" consist of disabled persons, young delinquents, ex-prisoners and "Other Special Cases". During the year under review, 871 "special cases" were registered as unemployed at the Employment Exchanges compared with 885 during last year, and 266 of them were placed in suitable employment. Particular attention and support is given to "special cases" by this Ministry. The Government and private employers are cooperating with the Employment Exchanges towards the rehabilitation of these persons.

At the request of the Minister of Labour and Social Insurance, Mr. H.A. Jones, an I.L.O. expert on

/vocational

vocational rehabilitation, visited Cyprus for a period of 3 weeks from the 2nd July, and conducted a survey on the need for a vocational rehabilitation of the disabled. A preliminary report was submitted to the Minister but Mr. Jones's final report was expected early in 1963 (it was in fact received in March).

GOVERNMENT, MILITARY AND MINING EMPLOYEES

31. The Government is now the largest single employer in the Island. The following figures show the approximate number of persons on the Government's payroll in December 1962:-

Industrial Employees .....	9,007
Civil Servants .....	4,690
Police and Gendarmerie .....	1,996
Prisons Staff .....	164
Fire Service Staff .....	150
	<hr/>
Total	16,007
	=====

32. In addition to the above, there were 3,799 teachers at the end of the year. Education is now the responsibility of the Greek and Turkish Communal Chambers separately and teachers are not considered as Civil Servants according to the Constitution of the country. The Communal Chambers receive an annual subvention by Government which under the Constitution must not be lower than £2,000.000.

33. The number of daily and weekly paid workers employed by the Government, the Military Authorities and the mining industry, for the years 1956 - 1962 are given in Table 7.

TABLE 7

PORT LABOUR

34. At each of the three main ports of the Island (Famagusta, Limassol and Larnaca) a section of the local Employment Exchange deals exclusively with port labour. A Port Labour Board, on which employers and workers are equally represented, exists in each port. These Boards meet regularly and consider problems relating to the allocation, wages and conditions of employment, and the safety, health and welfare of port workers.

35. Port workers are divided into two major groups: 'registered' and 'unregistered'. The former are exclusively attached to the port whereas the latter are called to work

/when

when the demand for 'registered' port workers outruns the supply.

36. Table 8 shows the average number of days worked during 1962 by "registered" port workers, in each of the three main ports.

TABLE 8

PROFESSIONAL, EXECUTIVE & TECHNICAL REGISTER

37. The Employment service provided by the Ministry is extended to applicants with a University Degree or equivalent qualifications. This service is provided only at the Headquarters at Nicosia. During the year under review 52 applications were received for a variety of occupations. A large proportion of applicants were Electronics Engineers, mainly graduates of Technical Schools in Greece.

38. The number of applications received through the High Commissioner's Office in London during the year was negligible; this is attributed to the fact that the post of Student Officer was vacant.

39. The number of applicants placed in suitable employment during the year under review was 35; four applicants left for England in search of work; three could not be traced on account of change of address and two decided to work on their own.

40. The Government Service absorbed a large number of Cypriots possessing a University Degree; the majority of these cases are not included in this Register because all vacancies in the Government Service are notified in the Official Gazette and applications are made directly to the Public Service Commission which is the appropriate organ of the Republic for effecting appointments to the public service.

41. The number of applicants appearing on the live register at the end of the year was 92. Appendix I gives details of the professions and qualifications of applicants shown in the live register at the end of the year.

APPENDIX I

42. The increase in the placings of qualified persons is attributed to the revival of the economic activity, the industrial development, the inauguration of new industries and the expansion of existing ones and mainly to the policy of the Ministry in relation to issue of employment permits to aliens whereby no permits to aliens are issued if there are qualified and available Cypriots even when such a permit is

/issued



issued to an alien a qualified Cypriot must also be employed as an understudy with a view to replacing the alien within a reasonable time.

WOMEN, YOUNG PERSONS AND CHILDREN

43. According to the 1960 Census, women constituted 50.87% of the total population of the Island, and 33.06% of the Economically Active Population - as compared with 50.58% and about 14% respectively, according to the 1946 Census.

44. The following table shows the distribution of women in the different branches of Economic Activity (1960 Census):

ECONOMIC ACTIVITY	IN.000's	
	FEMALES	TOTALS
(a) Agriculture, Fishing and Forestry	51.0	95.0
(b) Mining and Quarrying	0.2	5.3
(c) Manufacturing & Construction	14.0	53.0
(d) Commerce	2.5	16.5
(e) Transport & Communications	0.5	9.5
(f) Domestic & Personal Services	6.0	13.0
(g) Government & Communal Institutions	3.0	18.0
(h) Military Authorities	1.0	15.0
(i) Other	2.0	17.0
<b>ECONOMICALLY ACTIVE POPULATION</b>	<b>80.2</b>	<b>242.3</b>

45. During the year under review registrations for employment by females averaged 1,602 per month as compared with 1,613 during 1961. The number of vacancies filled by females during 1962 was 5,850 as compared with 5,952 during 1961, and 2,976 during 1960. Most of the outstanding vacancies for females shown in Table 4 were for domestic servants to live in, who are, however, in short supply. The number of registered domestic servants (between the ages of 13 and 18) at the end of the year was 190. There is still a shortage of domestic servants willing to live in. This is due to the improved employment situation and the increase of employment opportunities in other trades or skills for female workers.

46. The monthly average of registrations for employment during the year by males and females under 18, was 155 and 48 respectively.

#### VOCATIONAL TRAINING

47. Vocational & Technical Training is the responsibility of the Government as well as of the two Communal Chambers. Details of the objectives of the Training and of the existing Technical Schools appear in the Annual Report for 1961.

48. During 1962, the number of students attending the Technical Schools increased considerably reaching about 4½% of the total number of those attending all other Secondary Schools.

49. An additional Technical School was established during the year at Karavostassi (Xeros) thus bringing the number of Technical Schools in the Island to five.

50. The Agricultural College functioned during the year with 127 pupils. The ultimate goal of those attending the College's six year course is to follow higher agricultural studies abroad. For the first time was it made possible to organize evening classes in the Agricultural College at Morphou for the benefit of farmers in connection with animal husbandry and the maintenance of agricultural machinery.

#### R.E.M.E. Apprenticeship School.

51. The Royal Electrical and Mechanical Engineers Apprenticeship School, at Dhekelia Sovereign Base Area, functioned during the year on the same lines as in the previous year (see 1961 Annual Report paragraph 75).

In August there were 340 candidates for the 21 vacancies of the first year of the three-year course. This demonstrates that the facilities provided are greatly appreciated and that the number of young people wishing to have technical training has increased.

#### School for the Deaf.

52. The School caters for deaf children between the ages of 6 to 15 to whom it provides general education, and for others between the ages of 16 to 18, to whom it provides vocational training in various crafts and occupations e.g. furniture making, animal husbandry and draughtsmanship for boys, dress-making and weaving for girls. Art is also taught and encouraged. Gifted children have the chance of advanced courses preparing /them

them for the general Certificate of Education.

The Ministry of the Interior is responsible for the operation of the School. All expenses, including food and clothing, are met by Government.

53. During the year under review the school was attended by 72 pupils, 45 boys and 27 girls. However, no one graduated at the end of the 1961-1962 School year because no admissions were made in 1956 due to lack of accommodation.

54. The project of rehabilitation of the deaf on a cooperative basis has proved a great success; at the end of the year the Society completed 18 months of successful operation.

All members of the Society, who are graduates of the School, are accommodated in the school premises but are entirely independent of the school, excepting the voluntary guidance and advice extended to them by members of the Staff of the School in connection with the production and the marketing of their products. Members are paid from £3 to £4.550 mils p.w. plus bonus on profits.

#### Blind School.

55. The St. Barnabas School for the Blind is also administered by the Ministry of the Interior. Board, lodging, clothing, books as well as other running expenses are the responsibility of the Government, while pocket money and entertainment expenses are borne by the School Welfare Fund.

56. During the year 30 pupils - 19 male and 11 female - below the ages of 6 to 8 years attended the School. During the last two years at School pupils receive full time vocational training as telephone operators, shorthand typists, basket and brush makers, knitters and weavers.

Two female telephone operators completed their training during the year and were in search of suitable employment.

57. The Youth Hostel for the Blind, which is housed in a Government building, has been functioning during the year with six young blind persons as inmates; four of these are already employed and two are at the final stage of their vocational training at the school.

58. The plans for the new School, which is estimated to cost £60,000, were completed in 1962.

#### Reform School

59. The School comes under the Ministry of Justice. All the expenses are met by Government.

During 1962 the School functioned with 79 boys; no girls are yet admitted. All inmates up to 16 years of age attend ordinary classwork, at least for half a day; the other half day is spent on vocational training. Those who have completed elementary education and those over 16 attend full time vocational training courses. The boys have the chance of choosing their occupation. The Statistical information available shows that the majority choose, in order of preference, building, carpentry, painting, catering and farming.

The average stay of the boys at the school is 2½ years. During the year under review twenty boys between the ages of 15-18 completed their courses.

60. The building of a new house for the head-master was in progress during the year and nearing completion. The work was done entirely by the labour force available at the school; there was no need to engage outside labour of any kind. All builders, carpenters etc., were thus fully occupied throughout the year.

61. The School Scout Troup was revived during the year and undertook the preparation of the site for the Scout Training Centre at Dhiorios; they also made some furniture for the Centre as part of their contribution. Forestry College.

62. The Forestry College is a Government Training Centre designed to provide vocational education to a number of Cypriots who are required in the Forest Services of the Republic. Attendance at the College is also open to students from other countries. The

/College

College provides a two year course of instruction in theoretical and practical subjects relevant to forestry.

63. During the year under review, the College was attended by 30 Cypriots, 3 students from Libya, and one from Ethiopia.

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### III. REPORT ON THE INDUSTRIAL RELATIONS SECTION

#### GENERAL POLICY & SCOPE OF ACTIVITIES

64. In December, 1961, in his opening remarks to the 17th Annual Technical Conference of the Ministry, the Minister of Labour and Social Insurance, Mr. Tassos Papadopoulos, defined the policy of the Ministry in the field of industrial relations to be:

(a) The creation and maintenance of industrial peace through:

- (i) the cultivation of friendly relations with employers' and workers' organizations;
- (ii) the anticipation, prevention, and settlement of trade disputes;
- (iii) the promotion of collective bargaining;
- (iv) the conclusion, signing, and implementation of comprehensive collective agreements, and

(b) the initiation of research into the prevailing terms and conditions of employment in industry; and the compilation, analysis and dissemination to interested parties of the data collected with a view to providing them with an objective basis for negotiation;

(c) the consideration and preparation of proposals for the enactment of appropriate legislation, conducive to the above purposes, or aiming at improving industrial relations where legislation is the best way for achieving this.

65. The activities of the Industrial Relations Section during 1962 were directed towards the implementation of this policy. The scope of activities of the Section centres around its primary mission to mediate in trade disputes. Nevertheless, constructive work is also being done in the more important field of the prevention of trade disputes. The efforts by the Ministry's officers to prevent differences from developing into trade disputes have been intensified through informal meetings with labour and management representatives, professional groups, and influential individuals. With assistance from the Ministry, and often at its instigation, joint consultative and grievance machinery was set up at the plant level in industry. Statistical data, compiled and analysed by the Ministry, and

/studies

studies on specialized subjects, were for the first time distributed in an organized and steady flow to employers' and trade union organizations. Finally, and most important of all, a "Basic Agreement" concluded and signed, through the initiative of the Ministry, by the Cyprus Employers Consultative Association on the one hand, and the Island's four main Trade Unions Federations on the other, lays down specific procedures for the negotiation of collective agreements and the settlement of disputes and grievances.

Tripartite cooperation was firmly established during the year. The various aspects of this cooperation range from ad hoc meetings and discussions between Ministry officials and employer or trade union representatives, to regular weekly meetings between the Minister himself and representatives of the Trade Unions Federations, or of the Cyprus Employers Consultative Association, or both. It can be said with certainty that during the year excellent relations were established and maintained on this tripartite level, the result of which has been relative peace and harmony in industry in the interests of increased efficiency and mutual advantage, and to the credit of the employers and trade unions of this Island.

66. The paragraphs that follow describe in greater detail the efforts of the Industrial Relations Section in this multi-form sphere of activities.

#### ISSUES INVOLVED IN TRADE DISPUTES

67. During the year a number of claims by trade unions covering practically every aspect of industrial relations and seeking improvement of the terms and conditions of employment in industry have been submitted. No counter-claims were submitted by employers, their role having been mainly defensive.

68. The table below shows the type and the frequency of the issues appearing in disputes reported to the Ministry during the years 1960 - 1962.

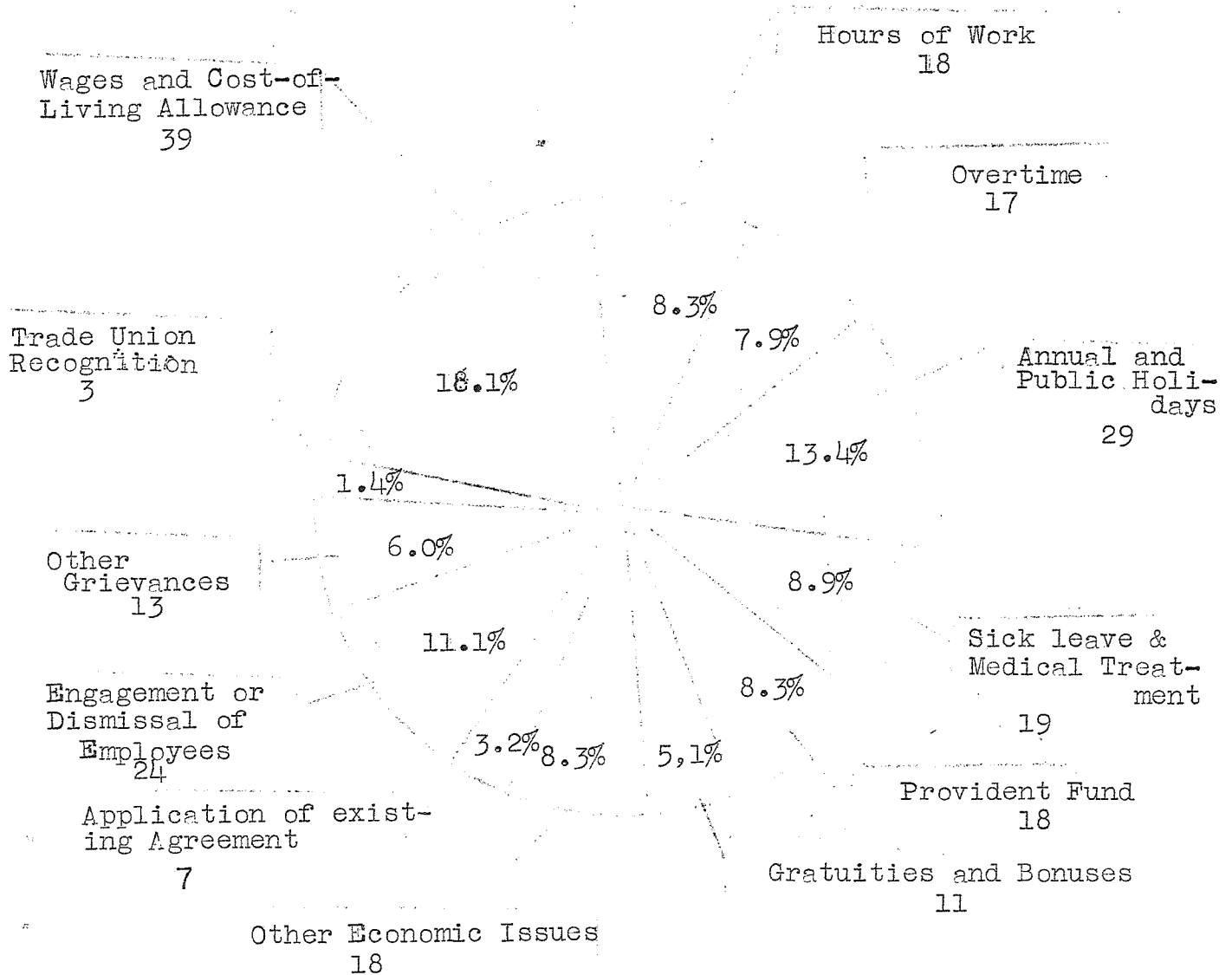
/Frequency



Frequency of Issues appearing in Disputes reported to the Ministry in 1960-1962

I s s u e	Frequency		
	1960	1961	1962
Wages & Cost-of-Living Allowance	22	42	39
Hours of Work	13	26	18
Overtime	9	18	17
Annual & Public Holidays	18	23	29
Sick Leave & Medical Treatment	10	15	19
Provident Fund	10	17	18
Gratuities & Bonuses	8	15	11
Other Economic Issues	14	25	18
Application of existing Agreement	5	5	7
Engagement or Dismissal of Employees	14	11	24
Other Grievances	10	10	13
Trade Union Recognition	4	5	3

69. The figure below is a graphical representation of the issues, by frequency of occurrence and percentage of total issues, involved in the 86 disputes reported to the Ministry in 1962.



70. The pattern for previous years was not broken. Wages, including cost-of-living allowances, was the single issue which appeared again most frequently in the disputes reported to the Ministry, with annual and public holidays running second, and engagement and dismissal of employees following close behind. The issue of trade union recognition subsided. The pressure for increased wages is attributable to the fact that for the last two years there were no substantial wage claims in view of the voluntary and self-imposed moratorium which Trade Unions were in 1960 convinced that their members should observe.

These claims are also understandable in the light of the level of the cost of living, and the expiration of a number of previously concluded collective agreements. The fact that a great effort has been made to cover more establishments by collective agreement raised the question of wages as a "sine qua non" issue during negotiations for the conclusion of such collective agreements.

The claim for increased annual leave and public holidays affected industries with opposite extremes in employment conditions: highly remunerative industries where only fringe benefits had any chance of improvement, and "sweated" industries where working conditions were dismally poor.

Engagement and dismissal of employees emerged as a disputed area in the industrial relations field through anticipation of possible enactment of legislation for security of employment and for compensation for dismissals on the basis of previous years of service. Through fear and misapprehension a number of employers - small, and an insignificant minority in number - acted erroneously, to the detriment of the interests of their employees and their own. The opposite side of the picture was that Unions submitted, in a few instances, claims for the establishment of provident funds in industries which could ill-afford them, in the belief that such demands might more concretely demonstrate the need for enactment of legislation to cover this aspect.

71. Perhaps because of these misconceptions and miscalculations the processes of collective bargaining were

/not

not very smooth. For the first time in years local trade unions, under pressure from the rank-and-file members and the local officials, acted contrary to the advice of their Federation at the centre, mutinied against the policies laid down by them, and challenged the authority of their higher Federation Officials. This phenomenon was not confined to any one Federation in particular but was rather common to all of them. Similarly, the Cyprus Employers Consultative Association and its affiliate Employers Associations fell short of their desire and intention to convince their members, island-wide, to conform to uniform and consistent policy and action on the various issues that confronted them during the year.

72. The consequences of this unsatisfactory state of affairs, however, have not been altogether adverse. For despite the number of man-days lost in strikes and lock-outs during the year, which however has remained steady at the level of last year, it was driven home to the interested parties in industry that to stay in the market they must work out amongst themselves a modus vivendi, and that industrial relations and collective bargaining is becoming more and more vital and decisive to the survival of any enterprise. The result has been the "Basic Agreement" described in fuller detail in paragraph 293 and attached as App.II Appendix II to this Report.

#### ANALYSIS OF MEDIATION ACTIVITY

73. A record of 86 disputes involving 8,765 workers were reported to the Ministry and its District Labour Offices. A record of 60 of these disputes - i.e. approximately 69.7% were settled without interruption of work through the mediation services of the Industrial Relations Section of the Ministry, and, in a few cases of wider importance, by the personal intervention of the Minister.

74. The remaining 26 disputes approximately 30.3% of the total number reported to the Ministry, resulted in strikes or lock-outs. They involved 4,410 workers, and 21,268 man-days were lost. The figures below show the loss of man-days due to work-stoppages during the past five years:

/Year

<u>Year</u>		<u>Man-days lost</u>
1958	...	4,069
1959	...	6,261
1960	...	27,005
1961	...	21,267
1962	...	21,268

TABLE No.9 75. Table 9 shows the number of disputes, by industry, reported to the Ministry, the number of work-stoppages and their duration, the issues and the number of workers involved, and the total number of man-days lost.

TABLE No.10 76. Table No. 10 shows in summary form the number of disputes resulting in strikes and the number of man-days lost, by industry, in each District, and Island-wide.

TABLE No.11 77. The same figures for man-days lost by industry only, and covering the last five years are given in Table No.11

78. For a number of years attempts have been made to break down man-days lost by major cause of disputes. For this purpose disputes have been broadly divided into three main categories:

(a) Basic:

Involving the introduction, amendment, or revocation of a collective agreement or of conditions of employment.

(b) Frictional:

Involving the application of an agreement or the processing and settlement of grievances, and

(c) Trade Union Recognition:

Involving the claim for recognition by the employer of the union's right to collective bargaining. The results are shown below:-

Man-days Lost Due to Strikes, by Cause of Dispute

YEAR	Category of Disputes			TOTAL
	Basic	Frictional	Trade Union Recognition	
1958	3757	242	70	4069
1959	3473	2416	372	6261
1960	371	24486	2148	27005
1961	8680	12331	256	21267
1962	12901	8333	34	21268
TOTAL	29182	47808	2880	79870

79. This analysis yields encouraging results, at least in one particular area. Man-days lost over frictional disputes have dropped from an all-time high of 24,486 in 1960 to 8,333 in 1962, an approximate reduction of a little less than 70%. Thanks for this improvement are mainly due to the efficient functioning of consultative and grievance machinery existing in industry and its extension to industries where such methods were non-existent.

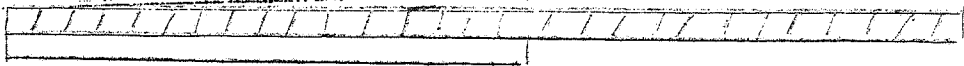
80. The number of disputes settled by officers at Headquarters and by District Labour Officers continued to be impressive. Details are given in Table No.12.

INDUSTRIES INVOLVED IN DISPUTES REPORTED IN 1961 - 1962

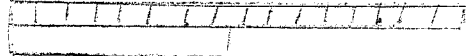
81. The figures below show a break-down of disputes reported to the Ministry in 1961 and 1962. For the third year in succession, and as is invariably true for Cyprus, the bulk of the disputes involved Manufacturing industries. Transport shared a heavy load, and Construction lagged not far behind.

Industries Involved in Reported Disputes in 1961 & 1962:

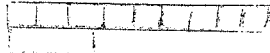
Manufacturing: 1962-36 cases; 1961-19 cases;



Transport, Storage & Communication: 1962-17 cases; 1961-8cases;



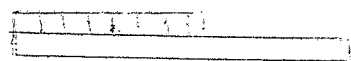
Construction: 1962-10 cases; 1961-3 cases;



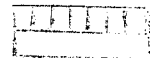
Agriculture, Forestry, Hunting & Fishing: 1962-7 cases; 1961-6



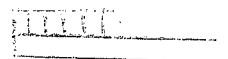
Commerce: 1962-7cases; 1961-12 cases;



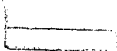
Services: 1962 -5cases; 1961-5 cases;



Mining, Quarrying: 1962-4 cases; 1961-8 cases;



Electricity, Gas, Water & Sanitary Services; 1962-0 cases; 1961-4 cases;



82. As has often been said in the past, the continued predominance of small establishments in manufacturing and commerce, with varying degrees of mechanization, physical

/comfort

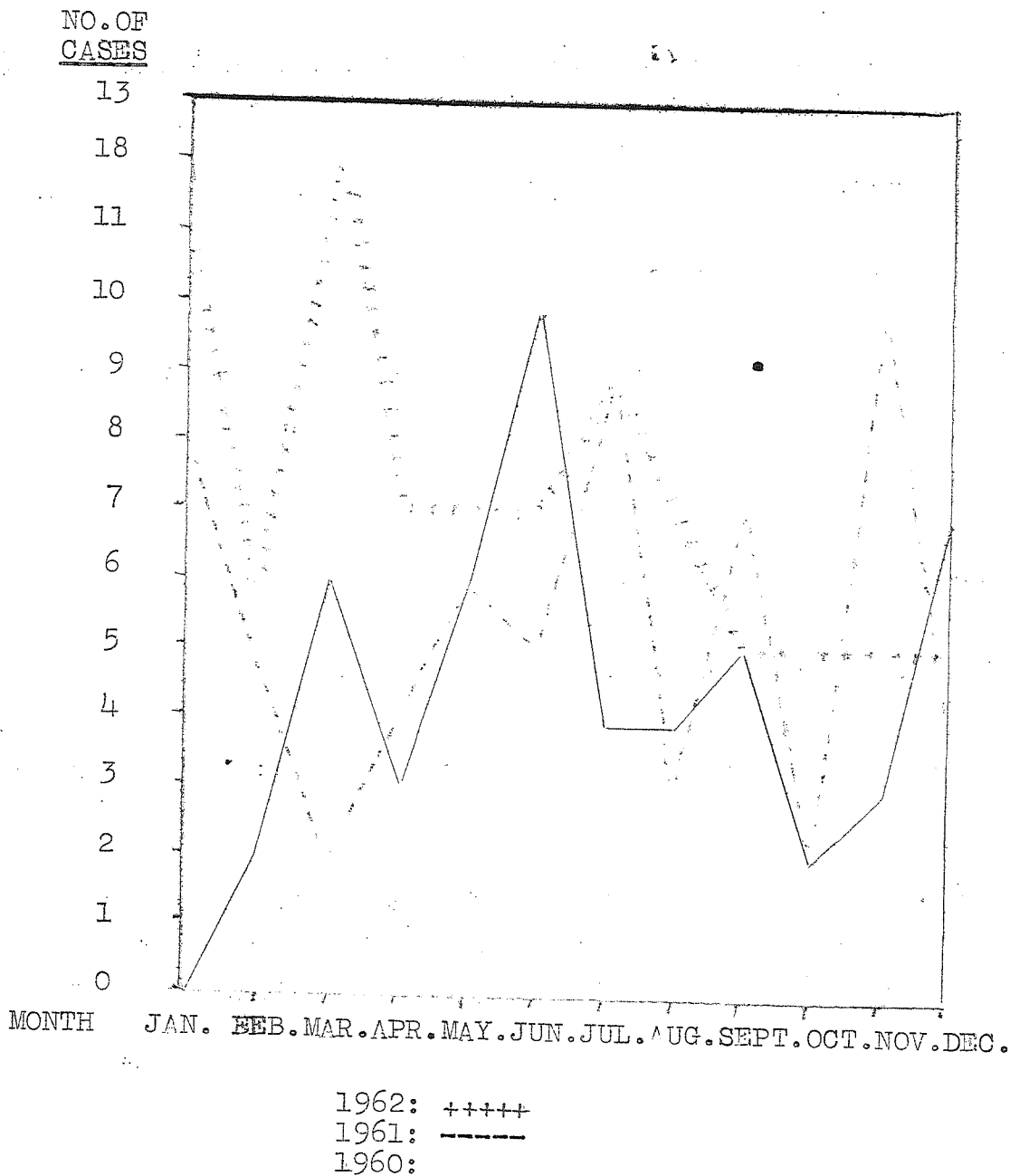
\* 1962

1961

comfort and uniformity of working conditions and economic stability, makes for industrial unrest, inconclusive collective agreements, and lack of uniform standards. An encouraging sign, however, has been the increasing tendency for national collective bargaining covering entire industries and the increasing role which both the Cyprus Employers Consultative Association and its affiliates on the one hand, and the Trade Union Federations on the other are playing in the adoption of uniform standards applicable, wherever possible, to industries similar in structure and equal in economic and physical resources.

SEASONAL PATTERN

83. The distribution of receipt of cases by month during 1960, 1961, and 1962 is shown graphically below:



84. It needs be emphasized that both the increase in the number of disputes reported and their uneven spread over the period caused serious difficulties to the Industrial Relations Section from the point of view of proper utilization of man-power for mediation and preventive conciliation. During the early months of the year the heavy demands made upon the Section made impossible any curative action and harassed its officers with the great number of cases that had to be handled.

85. To enable the Ministry to work to maximum efficiency and effectiveness it might in future be necessary to seek relief in two directions: Firstly, the Ministry might refuse to take on cases unless every means to settle a dispute by the machinery existing in the industry has been unsuccessfully exhausted; and secondly thought might be given to the possibility of enacting legislation providing for specific months in the year during which each industry may be allowed to amend existing or negotiate new collective agreements. On the other hand such arrangement may be progressively pursued during the negotiations so that in a few years time all collective agreements will be providing for a specified period of years for amendment or termination.

#### ARBITRATION

86. Voluntary arbitration as a means of achieving industrial peace continues to be used cautiously by both parties in industry possibly because its effectiveness has not yet been fully accepted by them. It is reluctantly and suspiciously resorted to when all means of settling a dispute have been exhausted unsuccessfully.

87. Compulsory arbitration is provided for by a number of Defence Regulations, which, subject to the Constitution, remain enforceable, and is applicable to certain "essential services" the interruption of which may, in the opinion of the Minister of Labour and Social Insurance, be detrimental to the economy of the Island and injurious to the public.

88. During the year one trade dispute was referred to voluntary arbitration. It involved a dispute between the Management and the Supervisors of Lanitis Bros. Company over the dismissal of a production supervisor. The Arbitration

/Tribunal,

Tribunal, which consisted of a sole Arbitrator, was informed at its second meeting that the parties had reached an agreement between them. The case was accordingly withdrawn.

89. The award on the dispute which arose between the Cyprus Inland Telecommunications Authority and the employees of the ex Cable & Wireless Ltd and which was referred to voluntary arbitration during 1961, was published in March, 1962. The award, which offered a compromise settlement on the points in dispute, was accepted by both parties.

#### FORMAL MACHINERY FOR NEGOTIATION AND CONSULTATION

90. The year under review was a landmark in the development of formal, standing machinery for negotiation, consultation and grievance settlement in Cyprus industry.

This achievement was made possible by the conclusion, through the initiative of the Ministry, of a freely negotiated agreement between the Cyprus Employers Consultative Association, on the one hand, and the four Trade Unions Federations on the other, which came to be known as the "Basic Agreement".

91. The Basic Agreement lays down specific procedures and time limits for the negotiation of collective agreements and the settlement of disputes and grievances, leading from direct negotiations and/or consultation between the interested parties in industry to mediation by the Ministry and, finally, to voluntary arbitration if disputes or grievances remain unsolved at any one point.

92. The Basic Agreement was ratified by the Employers' Association the trade union affiliated to C.E.C.A. and the Four Trade Union Federations respectively, and was signed by the Chief Executives of these five Organisations 19th November in the presence of the Minister following a formal ceremony held at the Ministry's Headquarters.

93. Commenting on the Agreement on that occasion the Minister of Labour and Social Insurance, Mr. Tassos Papadopoulos, said: "The fact that the conclusion of this Agreement is the result of voluntary negotiations and action of the interested parties gives to me the greatest satisfaction. To me, the significance of this achievement is not in the provisions of the Agreement, however

/important



important these may be, but in the fact that it constitutes a landmark in the evolution of industrial relations in Cyprus and proof that the Cyprus employers and workers recognise the need for subjecting their narrow class interests to the general interests of the country and its people; that they have sufficient political maturity to consider the constructive and responsible discussion of their differences more significant than the cheap demagoguery which is so lavishly and irresponsibly offered by some people on the occasion of most labour disputes; that they fully appreciate the sense of responsibility towards their respective members and towards our country; and that its future calls for co-operation amongst the productive classes of our country in a spirit of good-will and mutual respect in which the prevalence of what is right, reasonable and fair in each case is the surest and safest way for the maintenance of a spirit of goodwill and of smooth industrial relations in Cyprus.

The full text of the Basic Agreement is attached to this Report as Appendix II.

App. II

94. Formal machinery for negotiation and consultation, confined, until last year, to Government employment, the United Kingdom Forces, the Electricity Authority, the Inland Telecommunications, and a couple of large employers, reached out to private undertakings generally, mainly as a result of the combined efforts of the Ministry and the Employers' and Labour Organizations to establish and promote such machinery at the level of the individual undertaking.

The general hope and intention is to strengthen such machinery in Cyprus industry as a means to better labour-management understanding and cooperation, increased productivity, and mutual gain to the participants and the country in general.

COLLECTIVE AGREEMENTS

95. From a survey carried out during the year, covering 165 representative establishments all over Cyprus, it was revealed that 45% of the establishments, or 89% of the workers involved, were covered by collective agreements.

TABLE No.13

Table No.13 shows, by industry, the number of establishments and workers covered by the survey as well

/as

as the number and percentage, by industry, of the establishments and workers which are covered by collective agreements.

96. The total number of collective agreements, of which copies are kept at this Ministry, rose to 225; sixty of these were signed during the year. Undoubtedly, the number of existing collective agreements in Cyprus is much greater, but since there is no law compelling employers or trade unions to submit agreements reached to the Ministry, our system of statistics depends entirely on the goodwill of the parties in industry.

#### GROWTH OF TRADE UNIONS AND EMPLOYERS ASSOCIATIONS

97. The Annual Report of the Official Receiver and Registrar gives detailed information on the growth and development of trade unions and employers associations. For the purpose of this Report it suffices to say that during 1962 the total number of workers organized in trade Unions rose from 64,181<sup>x</sup> in the previous year to approximately 65,400; the number of employers associations rose from 14 with a total membership of 443 to 17 with a total estimated membership of 553.

98. There are seven Trade Union Groups in Cyprus, out of which four (i.e. PEO, SEK, POAS, & Turkish) are considered as Federations.

- (i) The left wing Trade Unions officially known as the Pancyprian Federation of Labour (P.E.O.) popularly called the 'old' Trade Unions which is the most numerous group and which is affiliated to the World Federation of Trade Unions. Its actual membership at the end of 1961 was 36,442 and its estimated membership at the end of 1962 was 36,500.
- (ii) The right wing Trade Unions officially known as the "Cyprus Workers Confederation" (S.E.K) but also called the Free Labour Syndicates, a group affiliated to the International Confederation of Free Trade Unions and the Greek Confederation of Labour. Its actual  
/membership

<sup>x</sup> In last year's Report - paragraph 112, page 40 - this figure was estimated to be 65,000.

membership at the end of 1961 was 13,321 and its estimated membership at the end of 1962 was 14,500.

- (iii) The Pancyprian Federation of Independent Trade Unions without any apparent orientations. Actual membership at the end of 1961 was 2,211 and estimated membership at the end of 1962 was 1,800.
- (iv) The Cyprus Turkish Trade Unions Federation whose membership is restricted to members of the Turkish community and which is affiliated to the International Confederation of Free Trade Unions. Actual membership at the end of 1961 was 4,288 and estimated membership at the end of 1962 was 4,200.
- (v) The Civil Service Trade Unions with an actual membership of 3,296 at the end of 1961 and an estimated membership of 3,400 at the end of 1962.
- (vi) Other Trade Unions not affiliated to any federation, with an actual membership of 4,623 at the end of 1961 and an estimated membership of 4,500 at the end of 1962.
- (vii) The Democratic Labour Federation of Cyprus (D.E.O.K.) a splinter group from the Cyprus Workers Confederation. Its approximate membership at the end of 1962 was less than 1,000.

99. Most of the employers' associations referred to at the beginning of this paragraph are members of the Cyprus Employers Consultative Association, an island-wide organization with 82 "direct" members and 10 Trade Associations consisting of 332 members.

TABLE No.14 100. Table No.14 shows the growth of the trade union movement from 1932-1962, by trade unions federations.

TABLE No.15 101. Table No.15 shows the strength of the employers associations as at present.

PREVAILING WAGE RATES AND CONDITIONS OF EMPLOYMENT  
Salaries, Wage Rates and Cost-of-Living Allowance

TABLES Nos. 102. Tables 16- 20 show the average wage rates and  
16 - 20 monthly salaries in certain economic activities. These data are the result of the Annual Wages and Hours Survey carried out by officers of the Statistics and Research Department of the Ministry of Finance.

103. With the exception of the steep variations of the last three months of 1962, the Retail Price Index was, during the remaining greater part of the year, stabilised round the point of 108. At the end of the year, the R.P.I. stood at 108.9 as compared with 107.1 at the end of 1961.

Due to the upward trend of the index at the beginning of the year and its stabilisation round the point of 108, the cost-of-living allowance payable to Civil Servants was, on 1.4.62, increased from 25% to 28.5% of their basic salary. This increased rate continued upto the end of the year.

104. The wage rates of Government industrial workers and the wages and salaries paid by quasi-Government organisations and various private enterprises were similarly affected by variation of price clauses providing for the adjustment of wage rates and salaries in accordance with the movements of the official Retail Price Index.

Other Conditions

TABLE No.21

105. Table No.21 shows the prevailing conditions, by industry, with regard to annual leave with pay, public holidays with pay, normal hours of work and provident funds.

The information on leave, holidays and hours of work was obtained through a survey conducted by the Ministry for the first time during 1962. The survey covered 165 establishments employing approximately 51,500 workmen. In selecting the establishments to be covered by the Survey care was taken to have each industry and district well represented.

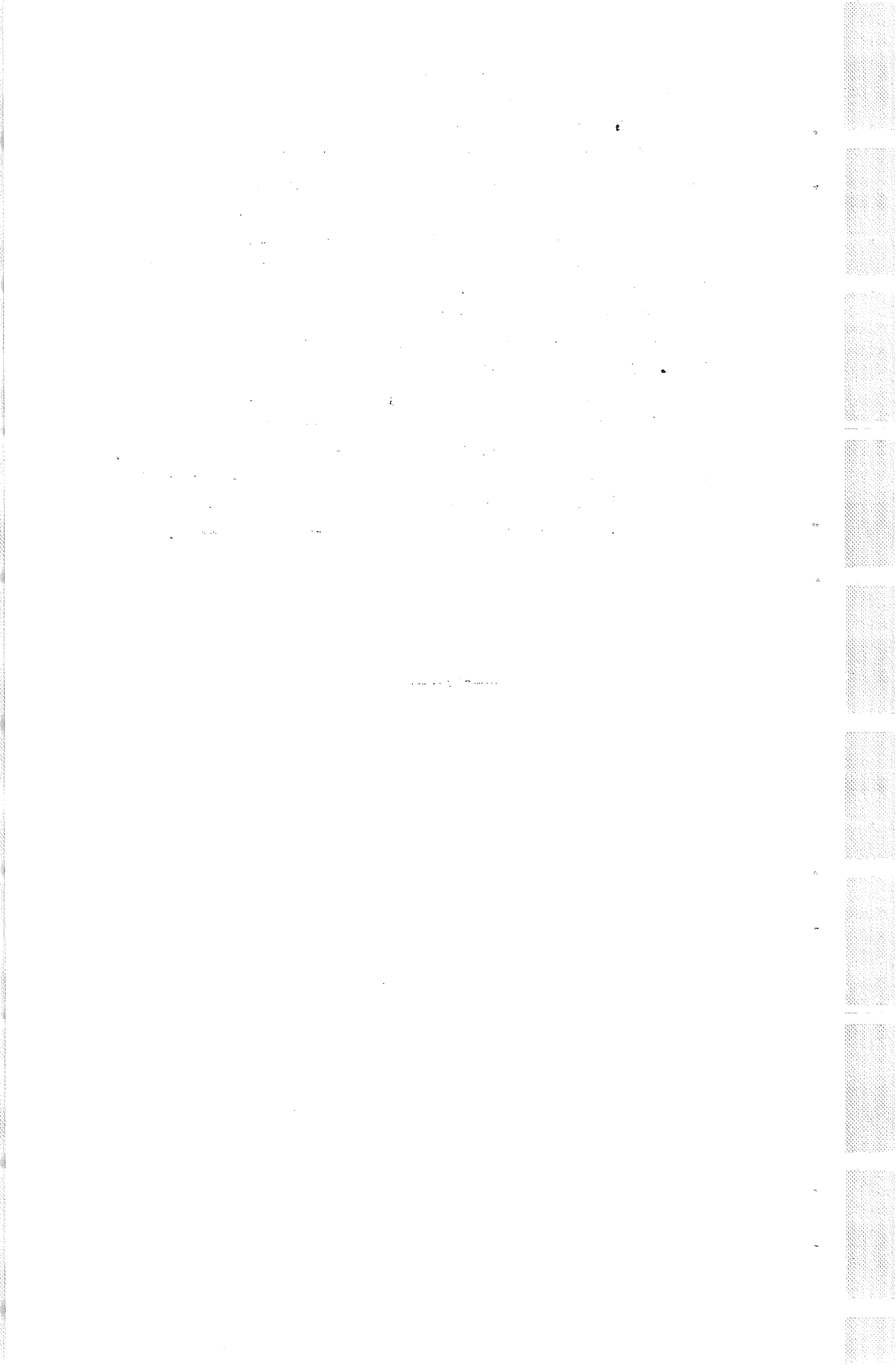
The information concerning Provident Funds was obtained by means of a study initiated in 1962 and intended to cover all existing provident fund schemes in the Island. The minimum and maximum rates shown represent the employer's contribution to the Provident Fund.

106. The survey referred to in the preceding paragraph revealed that, in the majority of cases, overtime rates paid to industrial workers by Government and private industry are fixed at time and a half on normal working days and double time on week-ends and public holidays.

/It

It was further revealed that 66 out of the 165 establishments covered by the Survey had some kind of provision for sick leave with pay; in 15 of them, although no formal procedure existed, the practice was to grant leave with pay for periods of sickness. In the remaining 84 establishments either the benefit was not granted at all or the employer's absolute discretion was exercised in each individual case.

Furthermore, 22 establishments operated their own Medical Fund Schemes, whereas, mostly in the case of industrial workers, 60 establishments contributed to one of the Trade Unions' Medical Funds, and 6 quasi-government organisations and Government itself contributed to the Government Social Security Scheme for industrial workers. In addition, 22 firms paid the whole or part of their employees' expenses towards medical treatment or medicines. (See also paragraph 200 of the Report).



REPORT ON THE INSPECTION OF FACTORIES SECTION

GENERAL POLICY AND SCOPE OF ACTIVITIES

107. The inspection of all industrial and commercial undertakings is the responsibility of the Labour Inspectorate. Its duties cover all aspects directly affecting the conditions of employment of the working population and in particular the safety, health and welfare of persons employed in factories and workshops. In addition to privately owned establishments, public utility undertakings and Government Institutions and Works are also liable to inspection by the Labour Inspectorate. The inspection of mines and quarries is the responsibility of the Mines Inspectorate. The inspection for the purpose of ensuring compliance with the Social Insurance Law is primarily the duty of special inspectors attached to the Section of Social Insurance.

108. Labour Officers are responsible for ensuring compliance with the provisions of the Factories Law from a safety, health and welfare point of view and with the provisions of other labour Laws which regulate the hours of work and conditions of employment of children and young persons, of hotel employees, of women during the night and of domestic servants. They also deal with the investigation of accidents and industrial diseases.

109. Towards the end of the year a draft amendment of the Factories Law was under consideration, which aimed at filling a number of gaps noticed during inspection since its enactment in 1957, and thus raising the standard of safety in places of work. An overall study of the Factories Law with a view to a general overhauling of its provisions and consolidating a number of associated Laws was initiated towards the end of 1962.

110. Close co-operation was maintained during the year between labour inspectors entrusted with factory inspection work on the one hand, and owners and occupiers of industrial undertakings and workshops on the other hand, on matters concerning the safety, health and welfare of persons employed. Assistance and advice, particularly of technical nature, continued to be freely provided by inspectors whenever required or asked for. Practically always, problems, such as layout of

/ plant.....

plant, machine guarding etc., brought forward by occupiers of undertakings in their endeavour to meet satisfactorily the requirements of the Factories Law, were solved in an atmosphere of goodwill and mutual understanding.

111. As a result of the continually growing volume of inspection work, coupled with other duties connected with the enforcement of the provisions of various Labour Laws, the pressure of work on the inspection staff was heavier during the year than in previous years. This was mainly due to the changes and developments in various industries and to the constantly increasing number of premises coming under the provisions of the Factories Law.

112. In spite of the necessity of spending more time on factory inspection work, it was not always possible for the factory inspectors to do so. Instead, attention was particularly focussed on those undertakings where there was reasonable cause to suspect infringement of the provisions of Labour Laws. More than once, those premises were inspected in which large numbers of persons were employed or accidents were more frequent. Where the occupations were considered exceptionally hazardous, formal letters were, as a rule, forwarded to the occupiers concerned, giving particulars of the contraventions noticed in the course of inspection and drawing their attention to the need for compliance.

113. Another matter of great concern during the year was the occupation of premises considered unsuitable and known to be in urgent need of improvement. Contravention notices were sent and legal proceedings were instituted in cases where the occupiers were unwilling to effect substantial improvements or were persistently neglecting to move to more suitable premises. Some degree of lenience was shown in the case of those undertakings and workshops where the work carried on was really serving a local need or where their closing down would have caused considerable hardship.

#### FACTORY INSPECTION STAFF

114. During April, 14 officers entrusted with factory inspection work attended a training course which lasted for a week on matters connected with the inspection service and

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arising out of the enforcement of the provisions of the Factories Law. Lectures were delivered by the Senior Inspector of Factories on factory inspection practice and accident prevention methods, on safe methods of handling and lifting materials and on standards of works tidiness and the provision and maintenance of machine guards. Filmstrips and pictures were projected, explaining various electrical and mechanical hazards.

115. With the kind permission of the U.S.A. Department of Labour Mr. Stanley Butcher, Chief of the Training Service and Occupational Safety, visited Cyprus for a fortnight in August and organized a Seminar on Industrial Safety which was attended by 11 officers of the Ministry and 14 executives and supervisors of various industrial enterprises, public utility undertakings and trade union officials.

In his lectures to the Seminar Mr. Butcher dealt with machine guarding techniques, causes and investigation of accidents, organisation and activities of safety committees etc. The lectures were illustrated with a big collection of suitable slides.

116. During November, a one-week training course was arranged for factory inspectors by Mr. Oersted Muller, an I.L.O. Expert. Five officers attended the course, which included fundamental principles of physics and chemistry, applied mathematics, causes and investigations of accidents and adequate means for their prevention. Instruction was also given for measuring and inspecting timber and other materials used in scaffolding.

#### FACTORY PREMISES

117. It was gratifying to note during the year that owners and occupiers of industrial undertakings were appreciating, to a greater degree, the close relation which exists between safe and pleasant working conditions and efficiency and output. As a result of this attitude, the majority of those intending to erect new premises showed great willingness to observe more scrupulously the provisions of the Factories Law.

118. During the year a number of Architects and Building

/ Contractors .....

Contractors responsible for the design and construction of industrial premises sought, more frequently than before, technical assistance and advice on matters connected with the requirements of the Law. In addition to problems arising out of the enforcement of safety, health and welfare provisions, other matters closely related to conditions concerning the human factor, such as environmental, personal, psychological and other, were also brought forward for discussion.

119. Unsuitable and very old premises, of the converted domestic property type, with low standard working conditions and amenities were in use as industrial undertakings during the year. The majority of these premises were situated in congested areas and in village and district localities. Brickworks, woodworking establishments, flour mills and olive-oil mills, usually employing less than five persons, were some special cases of this type. Due to shortage of water and the lack of drains, the provision of washing facilities and sanitary conveniences of a worthwhile standard was practically impossible in this category of undertakings.

MECHANICAL MEANS IN UNDERTAKINGS.

120. An analysis of the undertakings registered during the last five years clearly showed that the number of premises in which no power was utilised was constantly decreasing. On the other hand, it was evident that more mechanical appliances were constantly being applied for performing work, which had previously been carried out manually, in premises in which power-driven machinery was already in use. In some cases, the use of new machinery such as electrically-driven conveyors, and marble crushing plants created new risks to safety and health and rendered the protection of those employed a more difficult problem to solve.

121. As a result of increased mechanisation, many good examples of improvements in methods of production were noticed in a number of industrial undertakings. Great advances were particularly achieved in certain industries, such as flour-milling undertakings, in which fully automatic machines with interlock guards were installed and pneumatic

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conveying systems were used throughout. Satisfactory working conditions from a safety point of view and hygienic conditions for the finished product were thus ensured.

122. In a number of furniture-making establishments, mechanical means were used for the purpose of removing chips and dust created in the course of operation of woodworking machines. The chips were collected and properly bagged outside of the works. The advantages of the mechanically operated dust-removing systems were considerable. Injury to the health of workers as a result of the inhalation of dust was thus prevented, considerable labour, necessary for sweeping and cleaning floors, was saved and accidents likely to be caused by flying chips entering the eyes were diminished.

#### ACTIVITIES OF THE LABOUR INSPECTORATE

##### General.

123. During the year, 6569 inspections and visits of industrial undertakings and other places of work were carried out by labour inspectors. This figure includes 3669 inspections of industrial undertakings, with or without power-driven machinery, carried out for the purpose of ensuring compliance with the provisions of Factories Law. It also includes 870 visits to various places, industrial and non-industrial, for the purpose of collecting statistical information in connection with surveys on manpower and industrial relations, for participating in Boards of Surveys carried out in Government Stores, and in connection with matters concerning applications of employment submitted by aliens. The following table shows the various classes of undertakings inspected and visited during 1961 and 1962.

Class of Undertakings	Inspections during 1961	Inspections during 1962
Factories with power	2901	2501
Factories without power	1500	1168
Agriculture	24	33
Docks & Shipping	14	3
Building	170	157
Offices	270	340
Shops	422	977
Transport	9	12
Personal Services	671	504
Mines & Quarries	9	4
Visits other than to undertakings	--	870
<b>TOTAL</b>	<b>5990</b>	<b>6569</b>

Steam Vessels

124. Hot and cold inspections were carried out by the Boiler Inspector of steam vessels operating in various industrial undertakings, in accordance with the requirements and provisions of the Factories Law. During the year, 34 new steam-boilers were installed, mostly in dry-cleaning establishments, and 24 steam receivers, the majority of them in tyre-retreading undertakings and food preserving and canning establishments. The total number of steam boilers and steam receivers in operation at the end of the year was 318 and 208 respectively as compared with 302 and 188 respectively in 1961.

125. With the exception of a limited number of steam boilers, installed in large undertakings, usually operating under the supervision of skilled attendants, the majority of boiler owners did not seem to worry much for the maintenance and servicing of their boilers, provided the steam generated met the demand satisfactorily. Due to the use of untreated water and to corrosion, overheating, shortage of water and defective circulation, internal and external defects were developing to steam vessels in the form of scaling, pitting and bulging, much more quickly than was normally expected. As a result of defects noticed in the course of inspection, the working pressure of 65 steam boilers had to be reduced. In addition, the operation of 12 boilers and 4 steam receivers was discontinued when it was found on inspection that their condition for further service was dangerous.

126. In a number of dry-cleaning undertakings, defective or unsafe methods were used for the installation of steam boilers. In some cases boilers were installed too close to dry-cleaning machines in which inflammable substances were being used. Due to ignorance or negligence on the part of those who installed the boilers no insulating material was provided round some flue pipes for protecting the roofs through which they were passing against heat. In two cases the wooden roofs were badly burnt. In another case the blow-off valve and the pressure gauge were mounted in the wrong position. It is significant that for the installation of these boilers it was not considered necessary by those concerned to consult in advance the readily available services of the Boiler Inspector.

/Air .....

### Air Receivers, Hoists and Lifts

127. The total number of air receivers in use was 385, including 45 installed during the year. Compressed air vessels were mainly used in bicycle repairing workshops, motor vehicle washing and greasing stations and in motor-car painting, furniture making and tyre-retreading undertakings. Their usual pressure varied between 100 to 150 lbs. per sq. inch.

128. Air receivers are examined and inspected by the Mechanical Inspector of the Ministry of Labour and Social Insurance who is also responsible for the inspection and testing of hoists, cranes, lifts and lifting tackle. Usually, air receivers are visually examined, but when suspected of being in an unsafe condition or their period of service is nearing 12 years, they are hydraulically tested. Generally, they are subjected to a pressure approximately 50 o/o above the normal. For safety reasons the maximum permissible working pressure of a number of air receivers was reduced during the year to about 60 o/o of their normal capacity.

129. In addition to hoists, mostly used in connection with the lifting of materials in building operations and works of engineering construction, and to passengers and goods lifts, installed in hotels, multi-storey building and some industrial undertakings, inspection was also carried out of Government-owned cranes, mobile and stationary. The majority of Government cranes are mainly used for the loading and unloading of ships in ports. They have a lifting capacity between 1-6 tons. For heavier loads use can be made of a steam-operated 60-ton floating crane.

### SAFETY

#### Analysis of Accidents

130. There was an increase in the number of accidents, which occurred in industrial undertakings, factories and workshops, as compared with that of the previous year. The total number of accidents in all premises which are subject to the provisions of the Factories Law, was 471. This figure includes 12 fatal accidents. The corresponding figures for 1961 were 398 and 10. The ratio of fatal to total accidents

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during the years 1961 and 1962 was 2.57 and 2.54 per cent respectively. As a result of 471 accidents in 1962, 391 male persons, 52 female, and 16 young persons between the ages of 14 to 18.were incapacitated for work for more than three days. These figures included 12 fatalities, causing loss of life to 11 male and 1 female workers.

131. Accidents and occupational diseases in Mines and Quarries are not included in the above figures. These are notified to the Senior Mines Officer, who gives relevant information and particulars in his own Annual Report.

Table 22

132. In Table 22, details are shown of the industrial accidents notified, by industry, sex, age, degree of injury and causation.

Table 23

133. A distribution by industry of the 1962 accidents appears in Table 23. Of the total of 471 accidents (including 12 fatalities), 117 non-fatal and 9 fatal accidents, representing 24.7 o/o and 75 o/o respectively, occurred in building operations and works of engineering construction. Accidents in (a) Communications and (b) Government Services and Armed Forces, follow with 54 accidents each, representing 11.5 o/o.

Table 24

134. Table 24 expresses graphically the trend of fatal and non-fatal accidents during the 10 years 1953 - 1962. As will be seen, the maximum number of accidents occurred during 1959, (576) and the minimum in 1954 (71) whereas the figures for fatal accidents in 1956 and 1954 were 23 and 6 respectively.

Table 25

135. An analysis of the various accidents by causation is shown in Table 25. Approximately each group of accidents caused as a result of (a) "persons falling" and (b) "struck by falling objects and flying objects", comprises 22 o/o of the total number of accidents which occurred during the year.

The following table is an analysis of the fatal accidents which occurred during 1962 by District, Industry and Cause.

FATAL ACCIDENTS, 1962			
DISTRICT	No. of persons involved	Industry	Cause of Accident
FAMAGUSTA	1	Building	Struck by falling objects
	2	-do-	Persons falling
	1	Construction	Power driven machinery
LIMASSOL	1	Building	Mixers
	1	-do-	Other vehicles (motor roller)
	1	Transport	Persons falling
NICOSIA	1	Building	Electricity
	1	Aerated waters	-do-
PAPHOS	1	Construction	Caught between objects
	1	Building	Struck by falling objects
LARNACA	1	Water works	Motor cars
TOTAL	12		

Accidents in Building Operations and in Works of Engineering Construction

136. There was a striking increase in the number of accidents caused in the course of building works, connected with the construction, alteration, repairs and demolition of buildings. The majority of accidents were due to falls of persons and materials or as a result of operating and handling power-driven machinery, incidentally used in the building industry.

137. A number of Building Contractors appeared completely indifferent or paid very little attention to the need of providing safe working places. As a result, no guard rails or toe-boards were provided on scaffolding and working platforms. In some cases, the scaffolds erected were of an

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extremely poor design, with single planks only and without fixing any bracing members to ensure stability and safety. In many cases it was found that defective materials were used for scaffolding. The timber was full of knots and of unreliable quality. From the investigation of these accidents, it became evident that in the majority of cases no examination of the timber used had been carried out by any responsible person.

138. Two of the fatal accidents which occurred in building works were fully attributed to lack of safe places of work. A young apprentice mason slipped and fell from a two-storey building. In another case, a plasterer lost balance and fell from the fourth floor of a building under construction. No protective railing was provided in the former case, whereas the railing provided in the latter was not of an adequate standard.

139. An unusual fatality occurred during repairs to an old house. A young builder was electrocuted when he touched an unused backplate lampholder which was hanging loose on the wall and was supposed to have been disconnected from the supply. Owing to lack of supervision, a labourer was killed when a concrete mixer fell on him, while he was trying with three others to unload it from a lorry. Another fatal accident occurred when the skip of a concrete mixer was accidentally disengaged and crushed a worker under it.

140. Accidents were also caused in the course of demolition works in buildings. A man escaped severe injuries when a roof unexpectedly collapsed. In another case, a worker was fatally wounded when a wall he was trying to demolish suddenly collapsed and he was trapped under the debris. In both cases the men were inexperienced and not fully aware of the risks involved in demolition works.

141. As is also mentioned in Section VI of this Report the draft Building Regulations which were prepared late in 1961 received further consideration during the year but their introduction did not become possible during the year for the reasons stated in that Section. It is expected that the introduction and observance of these Regulations will raise the standards of safety and minimise the danger of accidents in the building industry.



142. A number of fatal and non-fatal accidents occurred in works of engineering construction, in connection with the making of roads, water reservoirs and dams and the supply and distribution of water. These were mainly due to lack of supervision and to the failure of the persons employed to appreciate the extent of the risks to which they were unnecessarily exposing themselves.

143. In the course of surfacing an aerodrome runway, a man slipped between the wheels of a wobbly roller and was fatally injured. A female worker was trapped between a lorry carrying stones and a stone crushing machine. In a similar accident a labourer was run over by a motor grader during road construction works. Greater endeavours are required of those concerned so that the present high figure of accidents may be reduced.

#### Electrical Accidents.

144. The use of portable electrical appliances at mains voltage was responsible for a number of accidents, including one fatality. In one case, burns were caused to the hands of a female worker, whilst she was holding a portable electric blower, as a result of flash caused from loose wires inside the apparatus. The fatality was caused from a faulty extension of wires supplying with electricity a portable electric grinder.

145. In the course of the investigation of this particular accident, unwillingness was shown by eye witnesses to assist in establishing how the wrong connection was made thus rendering the task of attributing responsibilities extremely difficult. Commenting on this particular accident the Minister said:-

"I am sorry to state that, although this accident occurred at a place and time when more than one of the deceased's comrades were present, none of them came forward to assist the responsible Inspector in carrying out his investigation, with the result that a number of details remained unknown. It must be realised by all persons employed that it is to their own benefit if all industrial accidents are properly investigated and their causes brought to light.

Proper investigation of an accident reveals latent dangerous conditions and assists in the formulation of appropriate legislative and other measures that will have to be taken so that similar accidents may be averted. Silence and non-cooperation endangers the life of other able-bodied employees and quite possibly their own."

146. Ignorance, carelessness or negligence may occasionally be the causes to which fatal accidents associated with the use of electricity are attributed, but in any case, the responsibility for providing suitable equipment and thus raising the standard of maintenance and of testing and repairing the tools and appliances operated and used by his employees lies on the employer. The provision of safe working conditions from an electrical point of view, particularly in wet and damp undertakings, where the danger of electric shock is greater, is an obligation of the occupier, in spite of the fact that, usually, blame is laid on those involved in an accident. A reduction in the number of accidents from portable electric tools can only be brought about if greater care is exercised, and a higher sense of responsibility is displayed by both occupiers of factories and actual users.

#### Accidents due to Falls.

147. Falls from ladders and wooden poles accounted for a considerable number of accidents. The majority of accidents from this cause, some of which resulted in serious injuries, occurred in the course of maintenance and repairs of buildings, particularly during the painting of walls and during works connected with the erection or removal of poles and the binding or removal of telephone and electrical conductors. They were mainly caused by the ladder slipping outwards or its top sideways. In some cases the investigation disclosed nothing else but that the workmen simply lost balance and fell. Accidents of this nature could be eliminated by securing the ladders properly or by providing the men with safety belts.

148. The persons usually involved in accidents due to falls from poles were wiremen of overhead lines, telephone or electrical. In one case a wireman fell and was seriously injured when the pole on which he was standing broke at its

base. It was found to be in a rotten condition. In another case, the injured slipped and fell, due to an insecure grip of the pole climbing hooks.

Accidents during the use of Woodworking Machinery.

149. Owing to the lack of careful and expert instruction in the use of woodworking machines and of safer working methods, a number of accidents occurred in carpenter shops and woodwork and furniture making undertakings, which caused bodily harm to the hands and fingers of machine operators.

150. Usually accidents happen to sawyers when their hands are in close proximity to dangerous parts of circular and band saws, and to persons using overhand planing machines, when they touch the revolving cutters. In the majority of cases investigated during the year it was noticed that no guards were provided to protect the hands from coming into contact with the saw teeth, and no use was made of any push block for protection against the risks of overhand planing machines.

151. A female worker lost one finger when she slipped and fell on unfenced vee-belts driving a circular saw. In the course of using band saws, an apprentice sawyer had his left hand badly lacerated and another lost two phalanges of two fingers when their hands accidentally came into touch with the band.

Accidents in Ports

152. A number of accidents occurred as a result of the use of cranes for loading and unloading of ships in ports. They were mainly caused from bad slinging or inefficient signalling. Owing to incorrect methods used in lifting, and particularly owing to insecure attachments of slings, loads or parts of loads fell down striking porters and lightermen and causing, in some cases, severe injuries to them. As a result of wrongly attached slings a lighterman had his fingers badly injured when they were trapped between hook and sling. In another case, due to bad signalling, a porter was struck by a load of goods and sustained severe wounds on his back. Proper training would be necessary if accidents from causes of this nature were to be reduced.

PERSONAL PROTECTIVE EQUIPMENT

(i) Safety Shoes.

153. In spite of the fact that, year after year, accidents are caused by heavy objects falling on the workers' feet or by protruding nails, there is no indication of any willingness on the part of employers to supply their men with protective footwear. Safety shoes with built-in steel toe-caps provide ample protection against crushing from falls of loads, whereas specially made shoes, provided with steel soles, resist penetration by nails. These shoes are extremely useful for the protection of persons employed on building sites where the risks from nails are very common. In 1961 a young builder died from tetanus which developed as a result of stepping on a protruding nail.

154. An amendment of the provision, of the Factories Law, requiring employers to provide safety footwear for the persons employed so as to cover these in operations connected with the loading, unloading and transport of goods and materials, was, towards the end of the year, in its final form. The existing provisions of the Law are only applicable to processes involving excessive exposure to wet conditions or to injurious or offensive substances.

155. A limited number of non-sparking shoes, stitched and without nails, were imported for safety purposes by a petroleum firm for use by its employees. Persons working in places where explosive or inflammable materials are used or handled should always be provided with shoes of this type.

(ii) Goggles.

156. Complaints were occasionally expressed by occupiers of premises in which the processes carried on might cause injury to the workers' eyes, that the workers were not always using the goggles provided because, as was alleged, they were hurting their eyes. This is incorrect. The feeling they experienced was mainly due to the fact that they were unaccustomed, the same effect being felt by those who wear spectacles for the first time. The protection of eyes, particularly in the processes which involve special risks of injury to the eyes from particles or fragments which may

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possibly be thrown off in the course of the process, such as grinding wheels, is a requirement of the Law and a responsibility of the occupiers. The latter should, at all times, ensure that the men do wear them. On the other hand, the Factories Law provides that the persons employed must make good use of any appliances provided for their safety, health and welfare and that it is an offence if they do anything likely to endanger themselves.

#### HEALTH

157. With the exception of a single case concerning a machine operator, who was very lightly gassed in the course of adding ammonia gas into a refrigerating plant, no industrial diseases were reported during the year. Particulars of cases of pneumoconiosis, which affected persons employed in mines, are dealt with in Section V of this Report.

#### WELFARE

##### Washing facilities

158. There was marked improvement in the provision of washing facilities in the majority of undertakings in which main water supply was available. The provision of a sufficient number of wash basins and shower baths, with hot and cold water supply, was always included in the conditions required to be complied with when drawings were submitted in connection with an application for an industrial building permit. In areas still lacking piped water much remained to be done before the facilities provided could be accepted as meeting the requirements of the Factories Law. Instead of "adequate and suitable washing facilities, conveniently accessible, with soap and clean towels", the only facilities to be found were a bucket or drum with water somewhere in the back yard.

##### Cloakroom accommodation

159. Although excellent accommodation for clothing was provided in a number of newly-built factories, it was not always found possible for the majority of owners of old premises to provide good cloakroom accommodation. In small-size premises, the usual practice was to partition off a corner of the shop for the changing of clothes. This practice

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which was sometimes due to lack of space was only accepted where the process carried on was dry and clean. In a number of cases it was difficult to persuade employers that nails, fixed on walls of workrooms, under no circumstances did they constitute suitable accommodation. Legal proceedings were instituted in the case of occupiers of dusty places in which nothing more was provided than a few pegs on the walls.

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REPORT ON THE SOCIAL INSURANCE SECTION

GENERAL POLICY AND SCOPE OF ACTIVITIES

160. Our present Social Insurance Scheme covers compulsorily every person employed under a contract of service or apprenticeship. Other gainfully occupied persons can join the scheme voluntarily. Agricultural workers are at present excluded unless they are employed in big farms. The scheme provides cash benefits for marriage, maternity, sickness, unemployment, widowhood, orphanhood, old age and death.

The scheme is financed by 3 equal contributions, made by employers, workers and Government.

161. The future policy of the Ministry on social security was described by the President of the Republic when he announced the 5-year Development Programme in August 1961 and is briefly that the present scheme will be amended to provide increased benefits of upto 40-50%, the contributions being raised accordingly. At the same time the present system of compensating workers for industrial injuries or death by direct payments made by individual employers under the Workmen's Compensation Law will be abolished and provision will be made in the Social Insurance Scheme for the compensation of these injuries or for death from the Social Insurance Fund.

162. Apart from this important amendment of the existing Scheme the Ministry aims at covering compulsorily all agricultural workers, farmers and self-employed persons in general without an income ceiling.

Generally, it is the policy of this Ministry that the economic development of the country should go hand in hand with social development.

163. The Minister of Labour and Social Insurance submitted to the Council of Ministers early in February, 1962, proposals for the amendment and amalgamation of the Social Insurance Law with the Workmen's Compensation Law, but no final decision could be taken pending the receipt of an actuarial report on the financial soundness of the present as well as the new, revised scheme. The main objects of the revised scheme were:-

- (a) the coverage of every working person in the island, including all self-employed persons and agricultural workers not covered before;

/(b)

- (b) the amendment and incorporation of the Workmen's Compensation Law into the Social Insurance Law with a view to the payment of compensation in respect of accidents to workers by the Social Insurance Fund instead of by the employers as hitherto;
- (c) the increase of benefits by about 50%; and
- (d) the increase of contributions payable by each contributing party (employer, worker, Government), by about 100%.

164. At the request of the Government of the Republic of Cyprus, the International Labour Office provided an actuary to review the operation of the existing scheme for the period 7.1.57 - 31.12.61 and to examine the proposed scheme. The actuary, Mr. Peter Thullen, visited Cyprus from the 17th July to 4th September collecting the data required to enable him to prepare his report. Mr. Thullen was back in Cyprus from the 3rd to the 12th December bringing with him his report in a draft form which he discussed with this Ministry and the Ministry of Finance. It was expected that his final report would be ready early in 1963 to enable the Council of Ministers to take a decision on the revised scheme submitted to them in February.

165. Another Social Security expert who visited Cyprus during the year, at the request of the Minister of Labour and Social Insurance, was Mr. Robert J. Myers, the Chief Actuary of the Social Security Administration of the United States of America. Mr. Myers was in Cyprus from 6th to 25th August. During his brief stay he had the opportunity of studying our present Scheme and the proposed amendments making certain useful suggestions for its improvement

166. Commenting on the present scheme and the amendments proposed Mr. Myers reported as follows:

"In brief, the general structure of the present Social Insurance System seems quite suitable for conditions prevailing in Cyprus, and the proposed amendments desirably carry forward these principles and improve the program. This is not to say that all the possible improvements have been made since there are still many that might be done (such as providing general disability pensions). But the extensive changes proposed are probably as much as should be undertaken at one step.

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The proposed amendments would make several desirable changes. First and foremost, coverage would be extended on a compulsory basis to virtually every employed person, including the self-employed. Second, the benefit level, which is now relatively low, would be increased by 50 o/o, and certain other benefit improvements would desirably be made. Third, the present rather inadequate system of workmen's compensation would be eliminated and instead would be incorporated in the social insurance system in a logical and reasonable manner. Fourth, the contribution rates would be doubled for employers and workers so as to finance the liberalized benefits: these contribution rates should not be financially burdensome, since on the average they represent only about 1 1/2 o/o of pay (for the worker's contribution). The actuarial cost estimates indicate that, for about a decade, income will significantly exceed outgo, and so a sizable amount of money will be available for investment purposes."

167. On the administrative procedures Mr. Myers comments as follows:

"The administrative procedures of the social insurance system were reviewed and, on the whole, were found to be operating efficiently. Discussion is given as to the possible advisability of using mechanized methods and also of improving present manual procedures. The advisability of having a visit by an administrative-procedures expert and of having training abroad for some of the present staff is brought out."

#### INSURED PERSONS AND CLAIMS RECEIVED

168. The number of persons who joined the Scheme during the year amounted to 19,669 which includes 432 new voluntary contributors. By the end of the year the total number of insured persons amounted to 197,565. This number includes, however, persons who died, left Cyprus or left insurable employment.

169. By the end of the year 111,531 persons had exchanged their insurance cards. This is a rough indication of the number of persons covered by the scheme. Out of these, 2067 persons were contributing voluntarily.

170. There has been a marked increase of voluntary contributors who were either self-employed persons or persons who had left an insurable employment. This is because the public has begun to realize the benefits of this scheme and the value of the benefits provided to insured persons.

171. The number of claims received and dealt with during the year amounted to 61,198; the number of enquiries made for insurance cards lost or left with previous employers amounted to about 10,000. Although insured persons began to realize the importance of these cards there was still a considerable number, mainly among those who work for very short periods in an insurable employment, who continued to lose or fail to collect their insurance cards from their employers on the termination of their employment.

TABLE 26

172. Table No.26 gives the number of persons insured since the start of the scheme by age group, sex and, in the case of females only, by marital status as well. Out of the 197,565 persons insured so far 141,944 were males and 55,621 were females. Of the 55,621 females insured 26,081 were married and 29,540 were single or widows. The number of females who joined the scheme during the year (8,305 out of a total of 19,669) was far greater than in previous years. (6,259 in 1960 and 4,795 in 1961).

FINANCING OF THE SCHEME.

173. An actuarial review made for the first five years of the operation of the scheme has proved that the present scheme can be financed over a period of more than 10 years on the basis of the present contribution rates. The system of financing has therefore been on a partial funding basis.

174. There was no change either in the rates of contributions or the amount contributed by each contributing party. The scheme continued to be financed by employers, employees and the general revenue of the Republic, all of whom contribute equally. The weekly contribution payable by each contributing party was 60 mils for men and 30 mils for women. Persons under the age of 18 or over the age of 65, married women and widows entitled to a pension under this scheme continued to be exempted from paying a contribution. Their employers, however, were still liable to pay their own share and one-half of the amount paid by employers was paid out of the general revenue of the Republic.

175. The flat rate stamp system continued to be used for the collection of contributions, which are paid weekly by affixing insurance stamps on special cards issued to insured persons. The stamp affixed covers both the employer's and the employee's contribution. Employers are liable to pay both contributions in the first instance, but they may deduct the employees' share before paying out wages. The contribution

142. A number of fatal and non-fatal accidents occurred in works of engineering construction, in connection with the making of roads, water reservoirs and dams and the supply and distribution of water. These were mainly due to lack of supervision and to the failure of the persons employed to appreciate the extent of the risks to which they were unnecessarily exposing themselves.

143. In the course of surfacing an aerodrome runway, a man slipped between the wheels of a wobbly roller and was fatally injured. A female worker was trapped between a lorry carrying stones and a stone crushing machine. In a similar accident a labourer was run over by a motor grader during road construction works. Greater endeavours are required of those concerned so that the present high figure of accidents may be reduced.

#### Electrical Accidents.

144. The use of portable electrical appliances at mains voltage was responsible for a number of accidents, including one fatality. In one case, burns were caused to the hands of a female worker, whilst she was holding a portable electric blower, as a result of flash caused from loose wires inside the apparatus. The fatality was caused from a faulty extension of wires supplying with electricity a portable electric grinder.

145. In the course of the investigation of this particular accident, unwillingness was shown by eye witnesses to assist in establishing how the wrong connection was made thus rendering the task of attributing responsibilities extremely difficult. Commenting on this particular accident the Minister said:-

"I am sorry to state that, although this accident occurred at a place and time when more than one of the deceased's comrades were present, none of them came forward to assist the responsible Inspector in carrying out his investigation, with the result that a number of details remained unknown. It must be realised by all persons employed that it is to their own benefit if all industrial accidents are properly investigated and their causes brought to light.

Proper investigation of an accident reveals latent dangerous conditions and assists in the formulation of appropriate legislative and other measures that will have to be taken so that similar accidents may be averted. Silence and non-cooperation endangers the life of other able-bodied employees and quite possibly their own."

146. Ignorance, carelessness or negligence may occasionally be the causes to which fatal accidents associated with the use of electricity are attributed, but in any case, the responsibility for providing suitable equipment and thus raising the standard of maintenance and of testing and repairing the tools and appliances operated and used by his employees lies on the employer. The provision of safe working conditions from an electrical point of view, particularly in wet and damp undertakings, where the danger of electric shock is greater, is an obligation of the occupier, in spite of the fact that, usually, blame is laid on those involved in an accident. A reduction in the number of accidents from portable electric tools can only be brought about if greater care is exercised, and a higher sense of responsibility is displayed by both occupiers of factories and actual users.

#### Accidents due to Falls.

147. Falls from ladders and wooden poles accounted for a considerable number of accidents. The majority of accidents from this cause, some of which resulted in serious injuries, occurred in the course of maintenance and repairs of buildings, particularly during the painting of walls and during works connected with the erection or removal of poles and the binding or removal of telephone and electrical conductors. They were mainly caused by the ladder slipping outwards or its top sideways. In some cases the investigation disclosed nothing else but that the workmen simply lost balance and fell. Accidents of this nature could be eliminated by securing the ladders properly or by providing the men with safety belts.

148. The persons usually involved in accidents due to falls from poles were wiremen of overhead lines, telephone or electrical. In one case a wireman fell and was seriously injured when the pole on which he was standing broke at its

payable into the Fund out of the general revenue of the Republic is calculated on the amount collected from the sales of insurance stamps. Insurance stamps used for the collection of contributions continued to be of three denominations: 30 mils, 60 mils and 120 mils. These stamps are sold through Post Offices and Postal Order Agencies throughout the island.

176. The Ministry continued to attach increasing importance to inspections of work places. These inspections were intensified during the year. In addition to the normal routine inspections, two major drives were planned undertaken, by a selected team of inspectors operating directly under instructions from the Minister, throughout the island, during the year: one in April to ensure that employers were regularly stamping the insurance cards of their employees, and another in November to detect employers who had failed to exchange the insurance cards of their employees which expired at the end of September. As a result of these inspections the income of the Fund from contributions was increased by over £91,000 during the year as compared with the previous year.

177. The total income of the Fund from contributions during the year amounted to £705,208 and expenditure to £390,720 as against £613,886 and £362,898 respectively during 1961. The interest received from investments amounted to £105,640 as against £77,968 in 1961. For details of Receipts and Payments for the year under review see Table No.27 and for Investments see Table No.28.

TABLES 27 & 28

ADMINISTRATION OF BENEFITS

178. The payment of benefits under this scheme continued to rely on certain contribution conditions details of which are given in App.III. Table No.29 gives the rate and amount of benefit payable at the full and reduced rates which continued to be the same as in previous years. Table No.30 gives the number of claims received by month during 1962 as compared with 1961. Table 31 gives, to the nearest pound, the amounts of benefits paid monthly as compared with the previous year.

App.III  
TABLE 29

TABLE 30

TABLE 31

179. The following benefits were paid during the year under review:

- (i) Marriage grants: The number of claims received during the year amounted to 413 of which 320 claims were allowed and paid and 93 were either disallowed or no

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payment was due as claimants had already received sickness or unemployment benefit in excess of the marriage grants payable under this scheme. The amount paid as marriage grants during the year amounted to £2,881 as against £2,585 in 1961.

(ii) Maternity Grants: The number of claims received during the year amounted to 7,110 and a sum of £30,750 was paid as against 7,021 claims and £28,991 paid in 1961.

(iii) Sickness Benefit: The number of claims received during the year amounted to 7,164 and a sum of £28,011 was paid as against 8,360 claims and £45,203 paid during 1961. The decrease was due to the effect of the amendment of the Law in 1961 whereby persons in receipt of their full salaries were no longer entitled to sickness benefit.

(iv) Unemployment Benefit: The number of claims received amounted to 45,334 and an amount of £90,497 was paid as against 59,185 claims and £114,723 paid in 1961. The number of persons who claimed this benefit during the year amounted to 14,023 and the average number of persons unemployed per day was 1,168 compared with 27,312 and 2,276 respectively in 1961.

(v) Widow's Pension: The number of claims received during the year amounted to 158 of which 138 claims were allowed and payments were made and 20 claims were disallowed. The number of widows to whom widow's pensions have been allowed since the scheme was introduced amounted to 411. The payment of 15 of these pensions were discontinued: 2 died (in 1961 and in 1962), 2 remarried (both in 1961) and 11 left the island for countries other than the United Kingdom.

Thus the total number of widows drawing this pension at the end of the year was 396. An amount of £30,927 was paid in 1962 as against £19,951 paid in 1961.

(vi) Death Grant: During the year, 181 claims were received and an amount of £1,666 paid as against 195 claims and £1,714 paid in 1961.

/ (vii) ....

(vii) Orphan's Benefit: No new claims were received during the year. Of the 4 orphans in respect of whom this benefit was payable in 1962, two of them ceased to be "children" under the Law, towards the end of the year and the payment was discontinued, thus leaving only two persons in respect of whom this benefit was paid. The amount of benefit paid during the year amounted to £120 as against £127 in 1961.

(viii) Old Age Pension: The number of claims received during the year amounted to 838, of which 777 were allowed and payments were made and 51 were disallowed. The total number of claims allowed since January 1960, when these pensions became due amounted to 2099. The payment of this benefit to 84 persons was discontinued as 74 pensioners died (18 in 1960, 22 in 1961 and 34 in 1962) and 10 pensioners left the island for countries other than the United Kingdom. The total number of persons receiving this benefit at the end of the year was 2015 as against 1279 in 1961 and an amount of £143,313 was paid during the year as against £81,359 in 1961.

180. All claims for benefit are made through local employment exchanges. After being checked, they are forwarded to the central office for adjudication. Unemployment benefit in the five main towns continued to be paid in cash at employment exchanges, whereas all other benefits, including unemployment benefit for persons residing at distant villages or reporting their unemployment benefit to sub-offices, were paid by means of postal drafts which can be cashed at Post Offices or Co-operative Societies of the payee's village. Insurance Officers, who have specially been appointed to adjudicate claims, have dealt with 61,198 claims during the year as against 76,095 claims in 1961. Of the claims adjudicated in 1962, 4,688 were disallowed as claimants did not satisfy the contribution conditions.

#### ADMINISTRATION - GENERAL

181. The Ministry of Labour and Social Insurance continued to be responsible for the administration of this scheme. The day-to-day work was carried out through the Employment Exchanges in the five main towns and through the eight sub-offices in the Rural Areas.

Three of the sub-offices were operating once a week and one sub-office once a fortnight during winter months and full time during summer months.

182. The total number of officers employed on Social Insurance work during the year amounted to 76 as follows:

- 1 Senior Social Insurance Officer
- 1 Insurance Officer
- 20 Assistant Labour Officers
- 4 Clerks Grade II
- 23 Labour Assistants
- 23 Insurance Clerks
- 1 Clerical Assistant
- 1 Office Junior
- 2 Messengers.

In addition to the above officers, 15 casual employees were temporarily employed at the end of the year assisting in the exchange of cards, posting of contributions and other work.

183. All records of persons insured, contributions paid as well as benefits granted by the scheme continued to be kept centrally. Insurance cards are issued, for the first time, centrally but applications for their issue are addressed to, and the subsequent exchange of these cards is carried out through, local employment exchanges.

184. Inspectors appointed under the Law to ensure compliance with its provisions continued to be attached to employment exchanges. A central inspectorate service was created during the year for the purpose of co-ordinating the activities of these inspectors. During the year, about 10,000 inspections were carried out throughout the island as against 7,000 in 1961 and 7,500 in 1960.

185. A new policy was announced and inaugurated during the year concerning the prosecution of contraventions of the Law.

Whilst in the past on detection a warning was issued and no prosecution instigated, except in serious cases, until a second or subsequent inspection, the new policy directive

/ provided .....



provided that prosecutions should invariably be instigated at the first detection of the contravention and within 10 days of the detection. Subsequent compliance with the Law was not any longer considered, as in the past, adequate for a stay of prosecution.

186. The number of contraventions of the Law reported by these inspectors and prosecuted during the year amounted to 474. Of these, 388 were cases against employers for failing to contribute regularly or exchange the expired insurance cards of their employees as compared with 165 during 1961. The remaining 36 were cases against employees, of whom 29 were prosecuted for failing to obtain insurance cards and deliver them to their employers on resuming work, four for falsely declaring to be unemployed and drawing unemployment benefit whilst in employment and three for affixing insurance stamps themselves alleging that they were affixed by an employer. The fines imposed by the Courts in all the above cases amounted to about £1,093, which includes about £331 arrears due to the Fund by employers. In addition to the arrears collected through the Courts, inspectors also collected during inspections about £20,000 as arrears due to the Fund.

#### PNEUMOCONIOSIS (COMPENSATION) LAW.

187. This Law came into full operation in 1961 with the enactment of the Pneumoconiosis (Medical Arrangements) Regulations, which regulate the procedure to be followed during medical examinations, the period of validity of certificates issued by the Pneumoconiosis Medical Board etc.

188. This scheme continued to be financed by contributions from employers alone, which vary according to the industry and number of workers employed. The contributions may vary from time to time depending on whether the Fund is or is likely to become insufficient to discharge its liabilities, or is likely to continue to be more than reasonably sufficient to discharge its liabilities.

189. During this year there were no changes in the rates of disablement pension or death benefits payable under the scheme. The following table gives the weekly rate of pension payable by degree of disablement:

RATES OF DISABLEMENT PENSIONS

Degree of disable- ment per centum	RATE OF PENSION			
	WEEKLY RATE  (mils)	Increase for one dependant  (mils)	Increase for two dependants  (mils)	Increase for more than two dependants (mils)
91-100	2,850	1,000	1,500	1,800
81-90	2,580	900	1,350	1,620
71-80	2,310	800	1,200	1,440
61-70	1,990	700	1,050	1,260
51-60	1,720	600	900	1,080
41-50	1,400	500	750	900
31-40	1,130	400	600	720
1-30	860	300	450	540

190. Death benefit is payable to the dependants of the deceased whose death is certified to be due to, or materially accelerated by, pneumoconiosis. The amount payable is a lump sum of £1,500 payable to persons wholly depending on the deceased. Where the deceased had no dependants wholly depending on him for their livelihood but had such dependants partly depending on him, the death benefit is reduced to £1,200. If the deceased had drawn any disablement pension under this scheme, the amount of pension thus paid is deducted from the death benefit payable to his dependants, provided that the benefit is not reduced below £500.

191. During the year, 29 persons claimed compensation under this scheme for the first time and they were all examined by the Board. Ten persons were certified by the Board to be suffering from Pneumoconiosis and their claims were allowed. The Board also re-examined 101 persons who were either in receipt of compensation or suspected from suffering from the disease. In the former case the object of the re-examination was to re-assess the degree of disablement. Of the suspected cases four persons (not previously certified as suffering from pneumoconiosis) were found to be suffering from the disease while 20 others were found to have a higher degree of disablement. By the end of the year 95 persons were in receipt of

/ pensions .....

pensions under this scheme, in the form of weekly payments, 12 of them as totally and 83 as partially disabled. The following table shows the number of pensioners by degree of disablement as at the end of the year:-

	Degree of Disablement per centum								
	1-30	31-40	41-50	51-60	61-70	71-80	81-90	91-100	TOTAL
Number of pensioners	46	14	11	6	4	2	-	12	95

192. The Medical Board also examined one case of death allegedly due to pneumoconiosis but the Board decided that the death was not due to, or materially accelerated by, pneumoconiosis and the claim of the dependants of the deceased was disallowed.

193. The total income of the Pneumoconiosis Compensation Fund during the year amounted to £12,985.326 mils which includes £382.258 mils interest on surplus cash deposited with the Bank. The total income for the first two years of the scheme amounted to £51,590.696 mils and the expenditure on benefits to £36,335.039 mils out of which £10,448.026 mils were payments made during 1962. The surplus of the Fund at the end of the year amounted to £15,255.657 mils. Towards the end of the year it became obvious that the surpluses are not at a satisfactory level, due to additional cases which were traced, and a reconsideration of the rates of contribution appeared necessary. For details of Receipts and Payments for the year see Table No. 32.

TABLE 32

WORKMEN'S COMPENSATION LAW

194. There were no changes in the Workmen's Compensation Law during the year except for a formal amendment correcting an omission during the Consolidation of the Statute Laws in 1959. Table No. 33 gives details of the amounts of compensation paid during the year under the Workmen's Compensation Law. This table was prepared from annual returns submitted by employers which showed that a total of £25,001.806 mils

TABLE 33

/ was.....

was paid in 1962 as compared with £26,376.000 mils paid in 1961. Sums amounting to £13,440.076 mils were paid during the year by order of the Courts (some of the cases dealt with by the Courts were in respect of accidents which occurred in 1961).

THE GOVERNMENT EMPLOYEES' PROVIDENT FUND

195. The Government Employees' Provident Fund for monthly paid employees had 950 members at the end of the year. The accumulated balance in the Fund on 31st December amounted to £203,087.000 mils. All permanent but not pensionable Government employees appointed after the establishment of the Fund in 1945 have to become contributors. They deposit five per cent of their salaries and an equal amount is deposited by Government.

THE GOVERNMENT REGULAR EMPLOYEES' PROVIDENT FUND

196. The Government Regular Employees' Provident Fund which was established by Government for its regular weekly paid employees (industrial workers) in July, 1960, had 3287 members at the end of 1962. All regular wages employees (persons with over six months continuous service with Government) other than salaried employees, are obliged to become contributors to this Fund. They contribute five per cent of their wages and an equivalent amount is deposited by Government. The accumulated balance in the Fund on 31st December, 1962, amounted to £249,419.000 mils as against £143,290.116 mils in 1961 and £39,436.935 mils in 1960 (August - December).

THE GOVERNMENT SOCIAL SECURITY SCHEME

197. The Government Social Security Scheme for regular industrial workers employed by Government and by some public utility undertakings, which started in 1944, continued to run satisfactorily. The number of contributors at the end of the year was 4,815 as against 4,921 in 1961 and 3,885 in 1960. The figure for 1962 includes 1,040 employees of Cyprus Inland Telecommunications Authority, Cyprus Airways Ltd., Kyrenia Municipality, the Water Boards of Nicosia and Famagusta, the Grain Commission, and the Electricity Authority. The number of the dependants of all contributors amounted to 9,835.

198. There was no change in the rate of contributions payable under this scheme, which continued to be 10 mils per pound earned by the worker and an equal contribution by his employer. Contributors and their dependants are entitled to free medical treatment and hospitalization in Government hospitals. Contributors are also entitled to sick leave with full pay from the second day of incapacity upto a maximum of 40 working days in a calendar year and a maternity grant of £6 for each confinement. This grant, however is abated by the amount payable under the Social Insurance Law. Charitable grants are also payable to contributors who had long periods of sickness. These grants are subject to means tests.

199. The income of the Scheme during the year amounted to £31,450.949 mils of which £922.548 mils were proceeds from investments. Payments in cash amounted to £15,300.291 mils. This sum includes £14,297.534 mils paid as sick-leave, £360.000 mils in maternity grants and £642.757 mils in charitable grants. Payment in kind amounted to £7,668.750 mils. These payments include medical treatment and hospitalization, supply of drugs and special appliances such as artificial limbs, dentures, spectacles, elastic stockings etc. At the end of the year, this scheme showed a surplus of £6,594.936 mils as against £3,425.227 mils in 1961 and £4,663.692 mils in 1960.

#### OTHER PRIVATE MEDICAL BENEFIT SCHEMES

200. Trade unions continued to run satisfactorily medical benefit schemes providing their members and dependants with free medical examination, nominal fees for drugs, and a subsidy to meet the cost of operations. Medical treatment continued to be provided at clinics owned by trade unions or, where there are no such clinics, by private medical practitioners at fixed reduced fees agreed upon with the trade unions.

A considerable number of private employers continued to provide free medical treatment to their employees. In some cases both employers and employees contribute equally to such schemes but in most cases employers alone pay the whole cost. (See also paragraph 106 of the Report).

VI. OTHER ACTIVITIES OF THE MINISTRY

THE COORDINATION COMMITTEE

201. This Committee which was established in January, 1961 and may be described as a novel institution, discusses and decides on matters of policy, coordinates all important activities of the Ministry, and sets targets and time-limits for the execution of the decisions taken thereat. These time limits, which are often self-imposed by the affected officers participating in the Committee, are invariably observed. The Secretary of the Committee is charged with following up the execution of the Committee's decisions and often assists the officers concerned in carrying them out.

The Committee, which is presided over by the Minister, comprises the Director-General, the Section Officers, one D.L.O. (all D.L.O's attend by rotation) and the senior Assistant Secretary who acts as Secretary.

The Committee has had a beneficial effect on the morale of the staff in general and apart from its apparent usefulness it has promoted a spirit of goodwill, understanding and cooperation among the senior officers participating in it.

202. The Committee held several meetings during the year. Some of the special subjects discussed were, joint consultation in the Ministry, scheme for improving the inspection service for the purposes of the Social Insurance Law, representation of Cyprus at the 46th Session of the International Labour Conference in Geneva, the Monthly Bulletin, the Employment surveys, training, simplification of prosecution formalities, the timing and subject matter of the 2nd Productivity Seminar, office instructions, staff and personnel policy, and scholarships.

LEGISLATION

203. The legislative or quasi-legislative work of the Ministry was confined only to the issue of routine Orders under the Shop Assistants Law and to a formal amendment of the Workmen's Compensation Law for the purpose of re-inserting certain articles which had been erroneously omitted from the Consolidated Edition of the Cyprus Laws, 1959.

204. Three items of legislation outstanding from the previous year were further considered during the year. These were the Termination of Employment Bill, the amendment of the Social Insurance Law and the draft Building Regulations under the Factories Law.

205. Not much progress could be made with the Termination of Employment Bill owing to the anticipation of several problems and difficulties in connection with the practical application of such legislation, the principal of which were whether the Law should have retrospective effect and, if so, how much, whether a central provident fund or separate funds should be established or whether compensation should be paid direct by employers, whether a special Court should be set up to deal with cases of infringement of the Law, what should be done about existing provident Fund Schemes, and, finally how a justifiable dismissal should be defined. Mr. Thullen, the I.L.O. Actuary who studied the proposed Insurance Law also considered some of the above possibilities and problems, particularly the possibility of a central provident fund. Mr. Thullen's comments were expected early in 1963.

It should be emphasized here that in spite of the above difficulties there is agreement and indeed encouragement from all quarters to the introduction of a bill providing for security of employment and for the payment of a fair compensation in the case of unjustifiable dismissals. A significant development was that after negotiations with C.E.C.A. which were carried out by the Minister, the formal approval of C.E.C.A. to such a scheme was obtained subject to minor points which were left for consideration at a later stage.

206. The new Social Insurance Bill received serious consideration during the year. Mr. P. Thullen an I.L.O. Actuary studied the Bill during visits to Cyprus in July - September and in December and also discussed with the Minister of Labour and Social Insurance, the Minister of Finance and the Senior Social Insurance Officer various aspects. His preliminary report was ready by the end of the year. However his final report was not expected before February or March 1963.

Mr. Robert Myers, the Chief Actuary of the U.S.A. Social

Security Administration, who spent three weeks in Cyprus in August, had the opportunity of studying the present Scheme and the proposed amendments and to suggest improvements.

207. The third item of the outstanding legislation was the Building Regulations. Delay in their introduction was chiefly due to anticipated difficulties in their implementation which were also stressed by building contractors who pointed out that the immediate introduction of these Regulations would greatly upset existing conditions in the industry owing to the lack of trained supervisory staff and consequently they requested credit of time, as well as to the intrinsic difficulties of legal drafting and translating such a highly technical subject.

208. The Hotels (Conditions of Service) Regulations were also receiving attention towards the end of the year. Both sides of the hotel industry, particularly the trade unions, were anxious that the existing Regulations were revised and modernised but could not agree on the form they should take, nor could they be induced to enter into a collective agreement to regulate the conditions of service of hotel employees. The Ministry was determined to proceed with legislation if the parties could not reach an amicable agreement, but in accordance with the general policy of the Ministry agreement by collective agreement was more favoured. Therefore the Ministry made great efforts to bring about such an agreement of the parties before enactment of a Law. Failing such an agreement the Law will be enacted with all possible speed.

209. Finally the Ministry prepared draft Regulations for the functioning of Safety Committees in Mines which were discussed and approved by the Labour Advisory Board in August. The Ministry believes that the establishment of these committees, on which workers are also represented will help to create a sense of responsibility among workers for their own safety and hygiene and will assist management by giving them the benefits of the experience and first hand knowledge possessed by those who face constantly the dangers **which** mining involves. The Regulations were submitted to the Council of Ministers in August and a Ministerial Committee was appointed to study them in detail before publication. They have since been approved and they will be published in the very near future.



### PRODUCTIVITY COUNCIL

210. The Council met regularly during the year and considered such matters as the organisation and evaluation of the 1st Management Conference and Seminar and the following up of the decisions taken thereat, the organisation of supervisory training courses, the establishment of a Productivity Centre in Cyprus, productivity in the hotel industry, and the establishment of a Supervisors' Development Association.

The meetings of the Council were regularly attended by Messrs. Parish and Fee. Messrs. Dowding and Paüli, the I.L.O. Officials who visited Cyprus in September in order to assist in the preparation of its application to the Special Fund of the United Nations, also attended and addressed a special meeting of the Council.

### LABOUR ADVISORY BOARD

211. The Board which is non-statutory and its main function is to advise Government on proposed labour legislation, met only once in 1962, to consider draft Regulations under the Mines and Quarries (Regulation) Law intended to establish and regulate the functioning of Safety Committees in Mines. These regulations were unanimously approved by the Board prior to their submission to the Council of Ministers.

Although the Board did not meet regularly the Minister continued to avail himself of direct advice by Employers' and Workers' Organisations regarding the introduction of legislative measures.

### GOVERNMENT JOINT LABOUR COMMITTEE

212. The Committee, which regulates the wages and conditions of employment of Government industrial workers and comprises the senior Assistant Secretary of the Ministry of Labour and Social Insurance as Secretary and the Senior Industrial Relations Officer as adviser met regularly during the year.

213. The Committee considered and decided on a variety of problems, among which were the fixing of the retirement age of Government workers at 65, the prohibition, under certain

/ conditions .....

conditions, of private work by Government workers, the modification of the Rules of Government Departmental Committees, and the transfer of itinerant workers to other districts.

The Committee also discussed and took preliminary decisions on several other claims submitted by the staff side and on proposals for the regulation of a number of matters, made by the Official Side. Some of these subjects were absenteeism, sick leave without pay and the conditions of employment of workers in hospitals.

214. The Committee's work was quite successful and no strike among Government industrial workers occurred during the year except for a few hours' stoppage of work over the discharge of redundant workers.

#### FIRST MANAGEMENT CONFERENCE AND SEMINAR

215. The first Management Conference and Seminar was held with exceptional success on the 23rd and 24th January at the Ledra Palace Hotel in Nicosia. The Seminar was attended by 300 industrialists from all over the island and also by trade union representatives. Speakers included the Ministers of Finance, Commerce and Industry, and Labour and Social Insurance. The latter summed up the work and conclusions of the Conference. Mr. Clifford Fee, who was the prime mover and the soul of the Seminar, was also one of the principal speakers.

The theme of the Conference was productivity and management development. The aims of the Seminar were to drive home the desperate need for an increase of productivity and secondly to ascertain the extent of responsibility of the management for the present level of productivity and to determine its future role in the raise of productivity.

A number of resolutions were also taken during the Conference which were later followed up by the Productivity Council, Mr. Fee and the Minister of Labour and Social Insurance. Two of these resolutions, which were successfully pursued later, related to the establishment of a Supervisors' Development Association and the negotiation between employers and workers of grievance settlement machinery. This conference was generally acclaimed as the most successful meeting of its

size and scope ever held in Cyprus. Encouraged by its success the Conference resolved to make this an Annual Event. A printed report of the Conference proceedings is available at the Ministry at 250 mils per copy.

#### SUPERVISORS DEVELOPMENT ASSOCIATION

216. As will be seen from the preceding paragraph the idea for this Association was first thrown during the First Management Conference and Seminar. With the blessing of the Productivity Council and the Minister, Mr. Clifford Fee then followed it up vigorously and the Association became a reality in September. By the end of the year membership rose to 120 members.

The principal objects of the Association are to raise the standard of industrial supervision as a means of increasing productive efficiency in industry and commerce, to prescribe the standards of training, experience and skill of persons engaged in supervision and to arrange meetings etc. for those engaged in industrial and commercial supervision.

#### SUPERVISORY TRAINING

217. Five training courses for supervisors were conducted, two in Nicosia, one in Famagusta, one in Larnaca and one in Limassol. During these courses, which were conducted in English by Mr. Clifford Fee, more than 50 supervisors from industrial and commercial establishments were trained in the following subjects:-

- (a) Job Relations
- (b) Job Methods
- (c) Job Instruction

218. The one of the two training officers of the Ministry of Labour (the second had not yet returned from his training abroad) carried out three training courses for Supervisors, in Greek, in the "Job Relations Programme". Twenty-seven supervisors from various firms and organisations attended these courses.

219. For organisations with more than 20 supervisors a training course was arranged, known as an "Institute" and a

selected member of the firms staff was taught how to train other supervisors.

This Institute was conducted in English by Mr. Clifford Fee and covered the same subjects as under paragraph above.

#### TECHNICAL ASSISTANCE

##### Experts

220. Mr. G.R. Parrish, a Manpower Survey and Assessment Expert who arrived in Cyprus in December 1961 (see paragraphs 26 - 30 of the 1961 Report) left the island in October after completing his work. Details of Mr. Parrish's work are given in paragraph 16 of this Report.

221. Mr. Clifford Fee, a Supervisory Training Expert who came to Cyprus in September 1961 was due to leave Cyprus in September 1962 but his term of office was kindly extended by I.L.O. until February 1963, so that he could complete his supervisor training courses and the organisation of the Second Productivity Seminar scheduled for February 1963. Mention of Mr. Fee's work is made in various parts of this Report and it can come under three broad categories:-

- (a) Training of Supervisors
- (b) Training of Supervisors' Trainers
- (c) Establishment of a Supervisors' Development Association.

Apart from these tangible results Mr. Fee had delivered numerous lectures on productivity and related subjects both to members of the public and Government officials, has contributed a number of interesting articles in the Monthly Bulletin of the Ministry and was the organiser of, and the chief speaker at, the First Management Conference and Seminar. His passing from Cyprus has left a deep and indelible mark.

222. Dr. Pauli and Mr. Dowding from I.L.O. visited Cyprus for a short time in September to assist the Government in the preparation of its application to the Special Fund of the U.N.O.

223. Mr. Peter Thullen an I.L.O. Actuary and Social Security Expert visited Cyprus twice in July-September and

in December in connection with the amendment of the Social Insurance Law. More details about Mr. Thullen can be found in paragraph 164 of this Report.

224. Mr. Robert Myers, the Chief Actuary of the U.S.A. Social Security Administration spent three weeks in Cyprus, in August, for the same purpose (see also paragraphs 165 - 167 of this Report).

225. Mr. Stanly Butcher, a U.S.A. Industrial Safety Expert visited Cyprus for a fortnight in August, as part of the U.S. Aid Mission Programme and organized a Course in Industrial Safety. For particulars see paragraph 115 of this Report.

226. Mr. Orsted Muller, a Dane and an expert on Occupational Safety and Health visited Cyprus from 31st August to 14th November under the I.L.O. Technical Assistance Programme. The objects of Mr. Muller's visit were (a) to examine the present set up of the factory inspectorate with a view to assessing its suitability, taking into account future industrial development, (b) to advice on practical steps to be taken for the development of occupational safety and health action at all levels and (c) to advise on a number of problems arising out of the administration of the Factories Law.

227. Mr. Harry Jones, I.L.O. Expert on the Vocational Rehabilitation of the Disabled, spent three weeks in Cyprus in July to advise the Ministry on the rehabilitation of disabled persons in the island. His preliminary report was submitted during the year but his final report was not expected before the ensuing year.

#### Fellowships

228. A one-year scholarship was awarded to Mr. Ninos Ph. Savvides, Assistant Labour Officer, by the Government of the U.S.A. as part of the U.S. Aid Mission Programme, for the purpose of studying in that country Labour Research and Statistics. Mr. Savvides left Cyprus in September.

229. Mr. Christos Eliophotou, District Labour Officer, spent the last four months of the year in the U.S.A. (including a few weeks in the U.K.) for studies in the field of

/ employment .....

Employment Service. Mr. Eliophotou's studies were part of the I.L.O. Technical Assistance Programme.

230. Mr. Aristodemos Avraamides, Assistant Labour Officer, returned from the U.S.A. where he had attended a one-year course similar to that of Mr. Savvides. After spending a few weeks in Cyprus Mr. Avraamides went to Geneva where he participated in a 3-month course organised by the International Institute of Labour Studies.

231. Mr. Andreas C. Avraamides and Mr. Altan Mustafa Ersin, Assistant Labour Officers, were awarded a 5-month fellowship each in Supervisory Training. Mr. Avraamides visited the U.K., Germany and Switzerland while Mr. Ersin, who was still away at the end of year, would visit Sweden, the U.K. and Switzerland. On his return Mr. Avraamides took up duties as Supervisor Trainer.

PROJECTS - ESTABLISHMENT OF A PRODUCTIVITY CENTRE IN CYPRUS

232. The idea of the establishment in the island of a Productivity Centre should be attributed to the initiative and foresight of the Minister and Mr. Fee, who realised that this was the only means to maintain the momentum created by the productivity drive established with Mr. Fee's arrival in the island.

Once the idea was borne action followed words with swiftness and decisiveness and the Minister proceeded to Geneva in June to discuss the matter with prominent I.L.O. officials, whom he found most responsive to his idea. As a result two I.L.O. officials, Dr. Pauli and Mr. Dowding, came to Cyprus in September to assist the Government of Cyprus in preparing its application to the Special Fund of the United Nations. The application was finally lodged in November just in time for consideration by the Special Fund in May.

The objects of the Centre will be the raising of productivity of Cyprus, mainly of the industry and crafts, by the study of the available manpower and production processes, and by the introduction of new methods in production, accounting, salesmanship and mainly by training managers, supervisors, foremen and technicians in such trades or crafts as there may

be found to be needed under the present circumstances or under the projected conditions to be created by the implementation of the Five Year Programme for Economic Development.

The cost of the Centre for a 5-year period will amount to some £470,000 of which £258,000 will be borne by the Special Fund and the rest by Cyprus.

The Ministry's deep thanks should be recorded here for the kind and prompt assistance given and for the understanding displayed by the I.L.O. in this matter.

#### 46TH INTERNATIONAL LABOUR CONFERENCE, GENEVA.

233. Cyprus was represented for the second time at this Conference, this year by Messrs. M. Sparsis and T. Nacouzi, the Senior Industrial Relations Officer and the Senior Social Insurance Officer respectively. The non-Government delegates were Mr. N. Zivanas, General Secretary of the Cyprus Workers' Confederation, and Mr. S. Theocharides, Secretary Director of the Cyprus Employers Consultative Association.

Mr. A. Ziartides, General Secretary of the Pancyprrian Federation of Labour, and Mr. George Alexandrou, Personnel Officer of the Shell Company, attended as Advisers to the Workers' and the Employers' Delegate respectively.

Mr. D.W. Bullock of the Cyprus Mines Corporation also attended as observer.

234. The Minister of Labour and Social Insurance Mr. Tassos Papadopoulos proceeded to Geneva a few days after the opening of the Conference and addressed the Conference. He took the opportunity to discuss with senior officials of the I.L.O. the possibility of establishing a Productivity Centre in Cyprus. As will be seen from other parts of this Report his efforts eventually bore fruit.

#### THE 18TH ANNUAL DEPARTMENTAL CONFERENCE

235. This annual event, which was formerly known as the Departmental Technical Conference, took place as usual in December under the Chairmanship of the Minister. It was attended this time by the Director-General, the Section Heads, the District Labour Officers, the Labour Officers Grade II, the

Boiler and the Mechanical Inspectors, the Assistant Secretaries, the Chief Clerk, the Employment Officers, the Accounting Officer, and by those Assistant Labour Officers and Labour Assistants who had submitted items for the agenda and expressed the wish to participate in the discussions.

236. Some of the important subjects discussed included proposals for the introduction of a Wages Councils legislation, the establishment of an Apprenticeship Scheme, the revision of the Hotels (Conditions of Service) Regulations, the policy towards aliens and the training of staff.

All the decisions taken at the Conference would, as usual, be referred to the Co-ordination Committee for processing and implementation.

#### PROSECUTIONS

237. The total number of prosecutions during 1962 were 1366 compared to 1492 in the previous year. Details of prosecutions are shown in Table No. 34.

TABLE 34

238. Prosecutions under the Children & Young Persons (Employment) Law, were mainly instituted against employers who failed to have children or young persons in their employment examined by a Medical Officer, to keep the Register provided by the Law or to grant to their young employees who had served for a period of six months, 14 days holidays during the year, or because the employer was found occupying in his industrial undertaking a child under 14 years of age - minimum age for employment.

239. Prosecutions under the Factories Law were instituted by the Labour Officers mainly related to the working hours and time off of the employees, while the police gave more stress on the closing hours of shops.

241. Prosecutions made under the Hotels (Conditions of Service) Regulations mainly concerned the failure of hotel keepers to distribute to their employees the 10 o/o service charge on customer's bills as provided by the Regulations.



TABLE NO. 1.

(Reference paragraph 15 of the Report)

NUMBER OF PERSONS ENGAGED IN INDUSTRIAL EMPLOYMENT IN 1962  
CLASSIFIED BY INDUSTRY  
SEX AND AGE

INDUSTRY	TOTAL	MALES		FEMALES		FEMALES as % of total
		18 & over	Under 18	18 & over	Under 18	
TOTAL	38196	23482	3772	7947	2995	28.6
<u>MINING AND QUARRYING</u>	5437	5252	7	178	-	3.3
Metal mining, except iron ore mining	3896	3819	1	76	-	2.0
Stone quarrying, clay and sand pits	519	497	-	22	-	4.2
Non-metallic mining and quarrying n.e.c.	1022	936	6	80	-	7.8
<u>MANUFACTURING</u>	31263	16771	3764	7736	2992	34.3
Food manufacturing industries, except beverage industries	3823	2542	126	1088	67	30.2
Beverage industries	1506	1121	6	376	3	25.2
Tobacco manufactures	443	151	2	271	19	65.5
Manufacture of textiles	247	42	4	168	33	81.4
Manufacture of footwear, other wearing apparel and made-up textile goods	11544	3864	872	4113	2695	59.0
Manufactures of wood and cork, except manufacture of furniture	1314	536	60	663	55	54.6
Manufacture of furniture and fixtures	1986	1376	601	8	1	0.5
Manufacture of paper and paper pro- ducts	211	56	3	140	12	72.0
Printing, publishing and allied industries	885	625	106	126	28	17.4
Manufacture of leather and leather products, except footwear	239	119	17	88	15	43.1
Manufacture of rubber products	159	128	29	2	-	1.3
Manufacture of chemicals & chemical products	296	159	9	121	7	43.2
Manufacture of non-metallic mineral products, except products of petro- leum and coal	1840	1293	84	423	40	25.2
Manufacture of metal products, except machinery and transport equipment	1868	1291	544	29	4	1.8
Manufacture of machinery, except electrical machinery	1140	874	248	18	-	1.6
Manufacture of electrical machinery, apparatus, appliances and supplies	160	117	36	6	1	4.4

INDUSTRY	TOTAL	MALES		FEMALES		FEMALES as % of total
		18 & over	Under 18	18 & over	Under 18	
Manufacture of transport equipment	2997	2034	937	26	-	0.9
Miscellaneous manufacturing industries	605	443	80	70	12	13.6
<u>ELECTRICITY, GAS WATER AND SANITARY SERVICES</u>	1496	1459	1	33	3	2.4
Electricity, gas and steam	1314	1280	1	30	3	2.5
Water and Sanitary Services	182	179	-	3	-	1.6

\* = The figures refer to the number of persons engaged during the week of the registration (September).

TABLE NO. 2

NUMBER OF PERSONS BY OCCUPATION ON THE LIVE REGISTERS OF  
THE EMPLOYMENT EXCHANGES ON THE DATES SHOWN  
 (Paragraph 27 of the Report)

Occupations	Number of Registrations				
	14/12/61	15/3/62	14/6/62	13/9/62	13/12/62
<u>PROFESSIONAL, TECHNICAL AND RELATED WORKERS.</u>					
Nurses, Professional	1	1	1	1	4
Midwives	-	1	1	2	-
Nurses Not Elsewhere classified	-	1	6	7	22
Medical Technicians	3	1	1	-	-
Actors, Musicians, Dancers and Related Workers	-	-	4	-	-
Draughtsmen	-	1	-	1	-
Librarians and Archivists	-	1	1	-	-
Professional, Technical and Related Workers Not Elsewhere Classified	-	3	-	9	2
<u>CLERICAL WORKERS</u>					
Book-keepers and Cashiers	12	2	2	4	4
Stenographers and Typists	122	95	88	137	117
Office-Machine Operators	2	4	1	-	2
Clerical Workers Not Elsewhere Classified	498	515	439	659	683
<u>SALES WORKERS</u>					
Salesmen and Shop Assistants	23	43	43	52	55
Street Vendors, Canvassers and Newsvendors	1	1	-	-	-
Salesmen, Shop Assistants and Related Workers Not Elsewhere Classified	13	7	4	11	-
<u>FARMERS, FISHERMEN, HUNTERS, LOGGERS AND RELATED WORKERS.</u>					
Farm Workers n.e. Classified	22	51	17	17	14
Hunters and Related Workers	4	-	-	-	-
Fishermen and Related Workers	1	-	5	17	2
Loggers and Other Forestry Workers	-	-	1	2	2

2/.....

Occupations	Number of Registrations				
	14/12/61	15/3/62	14/6/62	13/9/62	13/12/62
<u>MINERS, QUARRYMEN AND RELATED WORKERS.</u>					
Miners and Quarrymen	2	95	4	-	1
Miners, Quarrymen and Related Workers, Not Elsewhere Classified	19	28	32	18	8
<u>WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS</u>					
Deck Rating (Ship), Barge Crews & Boatmen	1	6	2	21	19
Engine-Room Ratings, Firemen and Oilers, Ship	-	-	-	2	-
Drivers & Firemen, Railway Engine	-	11	-	-	5
Drivers of Motorised Vehicles	232	262	183	197	141
Drivers of Animals and Animal Drawn Vehicles	-	1	1	-	-
Telephone and Telegraph Operators	7	-	11	7	11
Radio Communication Operators	6	18	7	6	6
Messengers	28	30	28	30	24
Conductors, Road Transport	7	4	4	6	11
<u>CRAFTSMEN, PRODUCTION-PROCESS WORKERS, AND LABOURERS NOT ELSEWHERE CLASSIFIED.</u>					
Spinners and Winders, Textile	4	18	2	1	2
Weavers, Loom Fixers and Loom Preparers	12	12	6	3	1
Knitters & Knitting-machine Setters	-	-	-	1	-
Bleachers, Dyers and Finishers of Textiles	1	-	-	-	-
Textile Fabric and Related Product Makers	-	-	-	-	-
Not Elsewhere Classified	3	-	-	13	-
Tailors, Dressmakers and Garment Makers	25	85	22	53	24
Upholsterers and Related Workers	3	4	-	-	1
Patternmakers, Markers and Cutters (Textile Products, Leather Garments and Gloves)	-	-	8	-	-
Sewers and Embroiderers (Textile and Fur Products, Leather Garments and Gloves)	1	2	7	17	8
Shoemakers and Shoe Repairs	18	37	17	29	18
Furnacemen, Metal Annealers, Temperers and Related Heat Treaters	2	-	1	-	-
Blacksmiths, Hammersmiths and Forgemen	-	3	3	3	4
	13	16	12	15	5

Occupations	Number of Registrations				
	14/12/61	15/3/62	14/6/62	13/9/62	13/12/62
Moulders and Coremakers	8	9	4	11	13
Precision-Instrument Makers Watch and Clock Makers, & Repairmen	1	1	-	-	1
Jewellers, Goldsmiths & Silversmiths	1	1	1	1	-
Jewellery Engravers	2	-	-	-	-
Fitter-Machinists, Tool-makers and Machine-Tool Setters	1	1	-	1	-
Machine-Tool Operators	-	-	1	-	-
Fitter-Assemblers and Machine Erectors (except Electrical and Precision-Instrument Fitter-Assemblers)	3	4	5	3	-
Mechanics-Repairmen (except Electrical and Precision-Instrument Repairmen)	65	81	76	81	72
Sheet-Metal Workers	3	2	8	5	5
Plumbers and Pipe Fitters	28	53	17	15	18
Welders and Flame Cutters	16	26	8	18	10
Metal Plate and Structural Metal Workers	-	-	8	-	-
Electro-Platers, Dip Platers and Related Workers	2	-	-	-	-
Metal Workers Not Elsewhere Classified	-	2	-	2	1
Electricians, Electrical Repairmen & Related Electrical Workers	39	36	37	27	19
Mechanics Repairmen, Radio and Television Electrical & Electronics Workers Not Elsewhere Classified	1	-	-	1	1
Carpenters and Joiners	111	213	105	81	59
Cabinet Makers	14	28	11	7	5
Sawyers & Woodworking Machine Setters & Operators	-	-	-	-	1
Woodworkers Not Elsewhere classified	8	3	5	4	3
Painters & Paperhangers Construction & Maintenance	23	69	28	26	23
Painters (except Construction and Maintenance)	6	9	1	3	1
Bricklayers, Stonemasons and Tile Setters	243	422	157	86	78
Cement Finishers and Terrazzo Workers	-	-	6	3	6
Construction Workers Not Elsewhere Classified	66	130	64	62	24
Pressmen, Printing	-	-	8	9	8
Photo-Engravers	-	-	3	1	-
Bookbinders & Related Workers	1	-	1	2	1
Printing Workers Not Elsewhere Classified	5	5	1	1	1
Bakers and Pastrycooks	6	4	8	3	3
Sugar and Chocolate Confectionery Makers	2	-	2	2	1

4/.....

Occupations	Number of Registrations				
	14/12/61	15/3/62	14/6/62	13/9/62	13/12/62
Dairy Workers	-	-	-	1	1
Crushers, Millers and Celenderers, Chemical and Related Processes	2	-	-	-	-
Paper-Pulp Preparers	-	2	1	-	-
Chemical and Related Pro- cess Workers Not Else- where Classified	-	-	-	-	1
Tobacco Preparers	15	19	22	62	13
Cigar Makers	2	-	-	6	2
Cigarette Makers	-	3	3	-	-
Tyre Builders, Vulcanisers and Related Rubber- Product Makers	-	-	-	1	-
Tanners, Fellmongers, Pelt Dressers and Rela- ted Workers	-	1	-	-	-
Photographic Dark-Room Workers	-	-	-	-	1
Makers of Musical Instru- ments & Related Workers	1	-	-	-	-
Stone Cutters & Carvers	-	-	15	9	2
Miscellaneous Craftsmen and Production-Process Workers Not Elsewhere Classified	22	19	15	6	11
Packers, Labellers & Re- lated Workers	2	2	4	87	1
Operators of Stationary Engines & Related Equip- ment & Boiler Firemen	1	1	-	2	-
Oilers and Greasers (Stationary Engines, Motor Vehicles & Related Equipment)	-	1	-	2	-
Longshoremen & Related Freight Handlers	45	15	1	56	47
Labourers Not Elsewhere Classified	2722	4086	2218	2304	1995
<u>SERVICE, SPORT &amp; RECREA- TION WORKERS.</u>					
Fire Fighters & Related Workers	8	4	2	1	1
Policemen and Detectives	59	39	10	11	2
Guards & Related Workers Not Elsewhere Classified	102	106	144	114	105
Housekeepers, Housekeeping Stewards and Matrons	12	6	4	7	8
Cooks	34	33	24	26	34
Maids, Valets & Related Service Workers Not Else- where Classified	226	253	243	292	262
Waiters, Bartenders and Related Workers	38	54	37	25	46
Building Caretakers	2	-	-	-	-
Barbers, Hairdressers, Beauticians and Related Workers	4	5	7	13	7
Launderers, Dry Cleaners and Pressers	12	13	4	6	4
Photographers & Related Camera Operators	-	-	1	-	1

5/.....

Occupations	Number of Registrations				
	14/12/61	15/3/62	14/6/62	13/9/62	13/12/62
Service, Sport & Recreation Workers Not Elsewhere Classified	-	-	-	2	-
<u>WORKERS NOT CLASSIFIABLE BY OCCUPATION.</u>					
Workers Reporting Occupations Unidentifiable or Inadequately Described	11	10	10	8	7
Workers Not reporting any Occupation	-	1	13	-	-
<b>TOTAL REGISTRATIONS</b>	<b>5061</b>	<b>7131</b>	<b>4307</b>	<b>4837</b>	<b>4102</b>

TABLE NO. 3

PERSONS REGISTERED AS UNEMPLOYED AT THE EMPLOYMENT EXCHANGES BY SEX AND AGE-GROUP ON THE DATES SHOWN:

Paragraph 27 of the Report

Date	Males		Females		Totals
	Under 18	18 and over	Under 18	18 and over	
14/12/61	99	3637	36	1289	5061
15/ 3/62	114	5348	48	1621	7131
14/ 6/62	122	2982	24	1179	4307
13/ 9/62	120	2891	78	1748	4837
13/12/62	73	2599	30	1400	4102



TABLE NO. 4

TOTAL NUMBER OF VACANCIES NOTIFIED TO, AND VACANCIES FILLED BY, THE EMPLOYMENT EXCHANGES DURING 1962, AND VACANCIES OUTSTANDING AT THE END OF THE YEAR.

END OF THE YEAR.

Paragraph 27 of the Report.

District	Vacancies Notified during 1962		Vacancies Filled during 1962.		Vacancies Outstanding at 31/12/1962.	
	Males	Females	Total	Males	Females	Total
Nicosia/Kyrenia	6276	2956	9232	6077	2555	8632
Famagusta	5174	1488	6662	5015	1445	6460
Limassol	2083	531	2614	2081	528	2609
Larnaca	3849	364	4213	3813	358	4171
Paphos	3863	1009	4872	3797	964	4761
Totals	21245	6348	27593	20783	5850	26633
				1	11	12

TABLE NO. 5

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES  
AND VACANCIES FILLED DURING 1962  
 (Paragraph 27 of the Report)

REFERENCE

Excess of Registrations  
over Vacancies Filled

Vacancies Filled

FEMALES

MALES

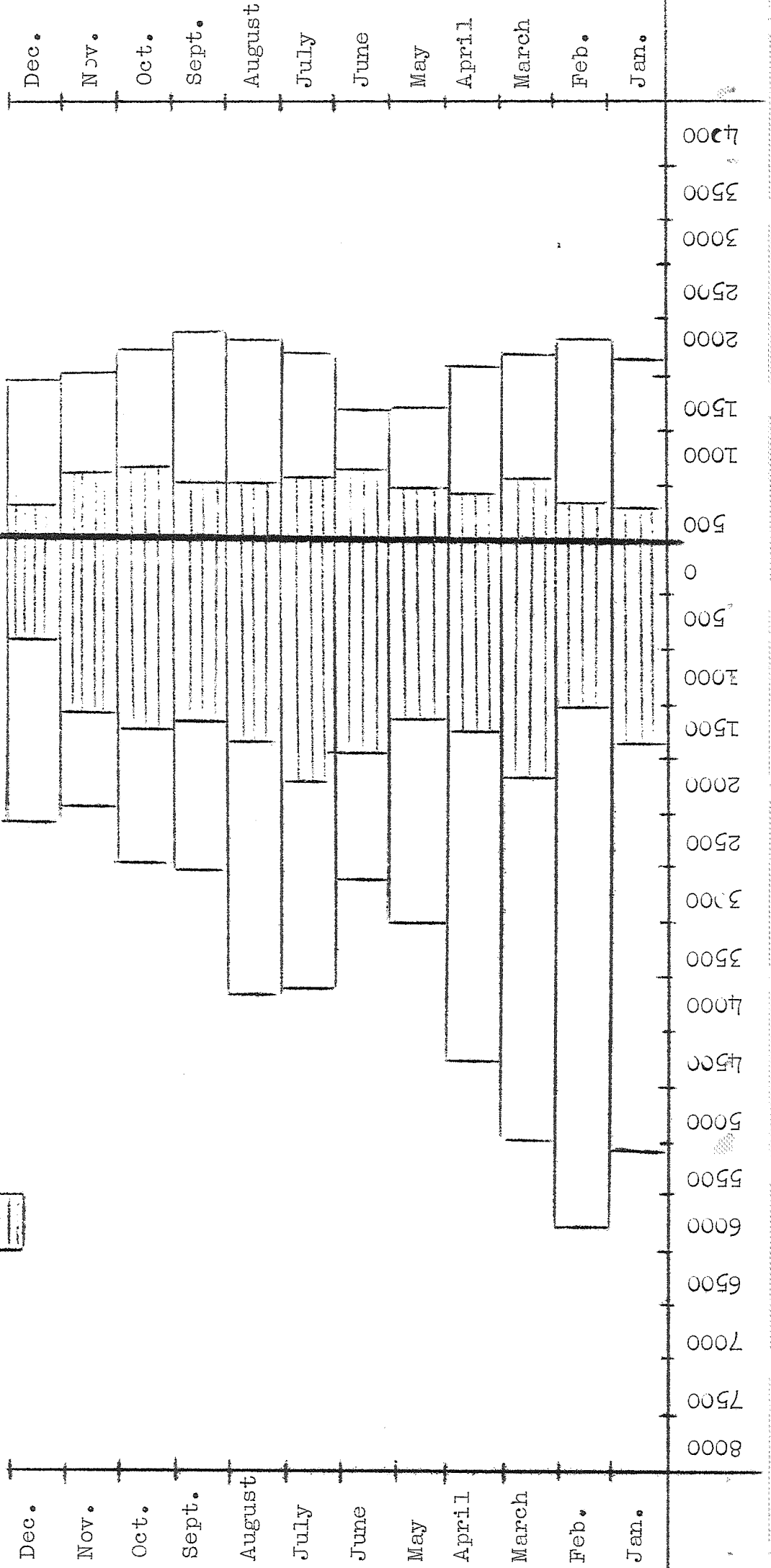


TABLE No. 6

ANALYSIS OF THE REGISTERED UNEMPLOYED  
DURING 1962.

I. By townspeople and villagers  
(Paragraph .27. of the Report)

Month	Villagers	Townspeople	Totals
January	5210	1889	7199
February	5861	2240	8101
March	5143	1988	7131
April	4458	1967	6325
May	3148	1538	4686
June	2772	1535	4307
July	3815	2015	5830
August	3940	2016	5956
September	3143	1694	4837
October	3069	1643	4712
November	2445	1526	3971
December	2591	1511	4102
Yearly Average	3800	1797	5597

II. By duration of unemployment

Month	Not over 15 days	15 days and over	Registered but wholly or partly employed	Total Registra- tions
January	2783	4252	164	7199
February	2475	5468	158	8101
March	1943	5083	105	7131
April	1616	4571	138	6325
May	1545	3013	128	4686
June	1487	2736	84	4307
July	2119	3581	130	5830
August	1709	4184	63	5956
September	1391	3327	119	4837
October	1692	2919	101	4712
November	1279	2637	55	3971
December	1182	2799	121	4102
Yearly Average	1769	3714	114	5597

TABLE NO. 7

NUMBER OF DAILY AND WEEKLY PAID WORKERS EMPLOYED BY THE GOVERNMENT, THE MILITARY  
 AUTHORITIES, AND IN MINING ON THE DATES SHOWN:

Paragraph 33 of the Report

	1956	1957	1958	1959	1960			1961			1962					
	Dec.	Dec.	Dec.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
GOVERNMENT	7924	6600	5738	6264	5182	5211	4735	6138	6501	8038	8201	7951	6636	7963	8119	9007
MILITARY AUTHORITIES (Civilian)	7456	8812	9023	8602	7667	7915	6803	6750	6613	6583	6418	6466	6462	6271	6112	6024
MINING	5194	4874	4469	4090	3988	4918	5195	4335	4251	4512	4570	4338	4990	5664	5422	5175

TABLE NO. 8.

PORT LABOUR STATISTICS

AVERAGE NUMBER OF DAYS WORKED PER MONTH BY REGISTERED PORT WORKERS AT EACH OF THE PORTS OF FAMA-GUSTA, LIMASSOL AND LARNACA - DURING 1962.

REFERENCE:

Famagusta

Limassol

Larnaca

Average number of days.

30

28

26

24

22

20

18

16

14

12

10

8

6

4

2

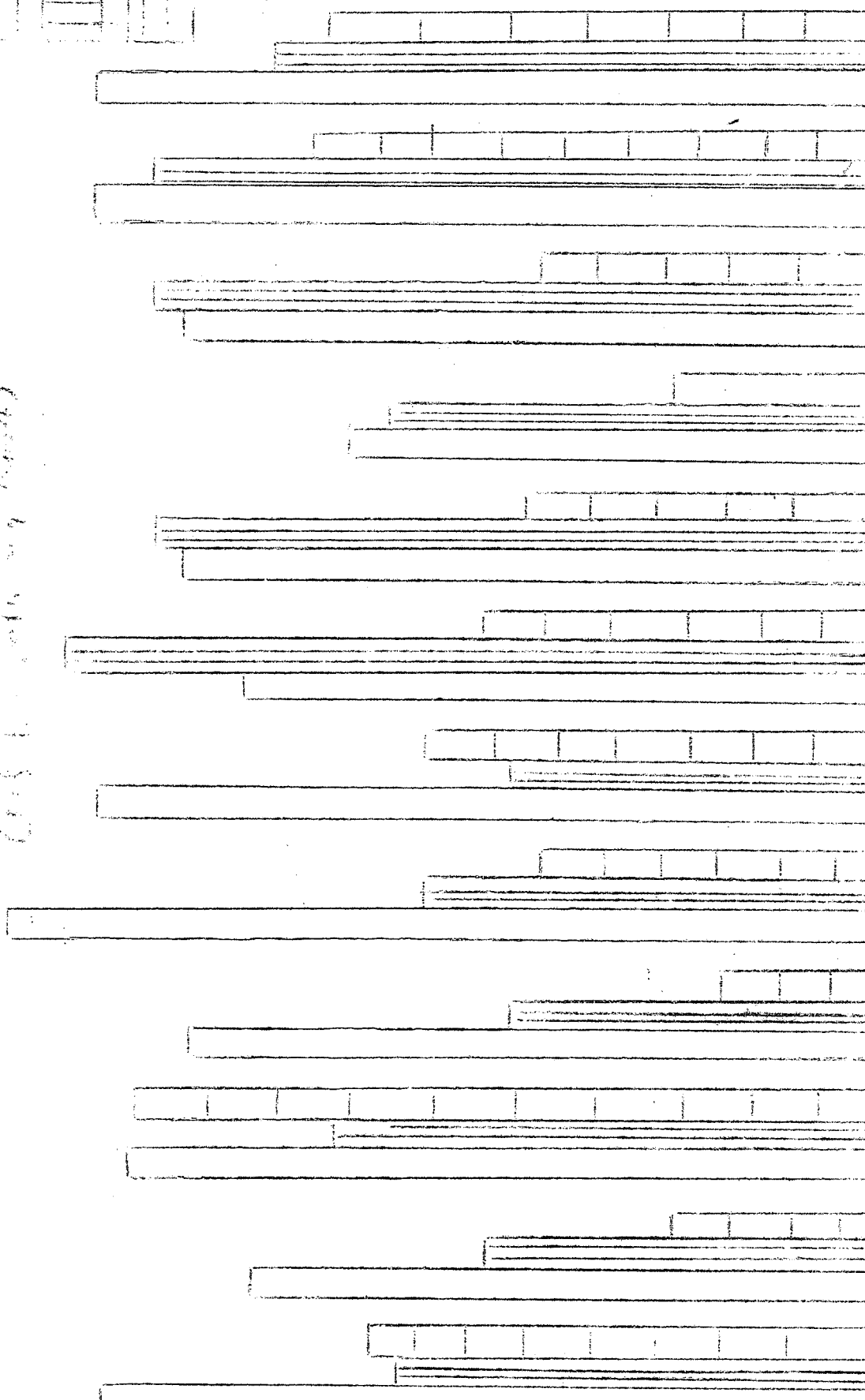


TABLE No. 9

INDUSTRIAL DISPUTES REPORTED TO THE DEPARTMENT DURING THE YEAR 1962  
(Reference paragraph 75 of the Report)

Industry affected	No. of Workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of strike (days)	No. of man-days lost in case of stoppage of work
	In non-stop pages	In stop-pages					
AGRICULTURE, FORESTRY, HUNTING & FISHING.							
1. Fruit packing	330		Basic: A, F.	Conciliation	A: partly accepted B: accepted		
2. Production of Livestock		7	Basic: D, F, L	Mediation	Claims accepted	6	42
3. General	17		Basic: A, C, E	Conciliation	Compromise agreement reached		
4. General	4		T. U. Recognition	Conciliation	Accepted		
5. Log Felling & Cutting	160		Basic: L	Mediation	Dropped		
6. General	5		Basic: A, C, E, G, I, L	Conciliation	Claims accepted		
7. Fruit packing		100	Basic: A to M	Settled at the level of direct negotiations	Compromise agreement reached.	1 (part)	19

B/F.....	516	107						61
<u>MINING QUARRYING</u>								
8. Cupreous and iron pyrites mining		450	<u>Frictional:C</u>	Mediation	Matter left in abeyance		9	4050
9. Cupreous and iron pyrites mining	19		<u>Frictional:C</u>	Mediation	Agreement reached			
10. Cupreous and iron pyrites mining		718	<u>Frictional:C</u>	Conciliation	Matter left in abeyance		2 - 4	2164
11. Chrome ore mining		250	<u>Basic:A,E,F.</u>	Mediation	Claims dropped works suspended		50	12500
<u>MANUFACTURING</u>								
12. Sugar confectionery	41		<u>Basic:A,F,I</u>	Conciliation	A,F: accepted I: withdrawn			
13. Manufacture of Bread	4		<u>Basic:A,C,E,G, L,M.</u>	Conciliation	C,M: accepted L: partly accepted E,A: dropped			
14. Manufacture of Macaroni		30	<u>Frictional:B</u>	Conciliation	Claims withdrawn		1 - 6	66
15. Manufacture of Macaroni	31		<u>Frictional:A &amp; B</u>	Conciliation	Agreement reached			
16. Fodder industries		34	<u>Basic:A,C,D,E,F, I,H.</u>	Conciliation	Claims accepted		1	34
17. Aerated Waters	67		<u>Frictional: C</u>	Mediation	Agreement reached			
18. Aerated Water	67		<u>Frictional:B</u>	Conciliation	Claims withdrawn			
C/F.....	745	1589						18875

(Continued from previous page)

Industry affected	No. of Workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of strike (days)	No. of man-days lost in case of stoppage of work
	In non stop-pages	In stop-pages					
B/F.....	745	1589					18875
19. Aerated Waters	32		<u>Frictional: B</u>	Conciliation	Case referred to arbitration		
20. Aerated Waters	95		<u>Frictional: A</u>	Mediation	Compromise agreement reached		
21. Aerated Waters	95		<u>Frictional: A</u>	Mediation	Compromise agreement reached		
22. Aerated Waters	32		<u>Basic: A - L</u>	Mediation	An agreement was signed		
23. Aerated Waters	90		<u>Frictional: A</u>	Mediation	Agreement reached		
24. Aerated Waters		67	<u>Frictional: B &amp; C</u>	Mediation	Compromise agreement reached	1	67
25. Manufacture of cigarettes	41		<u>Frictional: B</u>	Mediation	Re-engagement accepted		
26. Manufacture of footwear	750		<u>Frictional: A</u> <u>Basic: A</u>	Mediation	Frictional: Agreement reached Basic: Referred to direct negotiations		
27. Manufacture of footwear	50		<u>Frictional: C</u>	Conciliation	Withdrawn		
28. Manufacture of footwear	3		<u>Frictional B</u>	Mediation	Compromise agreement reached		
29. Manufacture of footwear	22		<u>Basic: E, F, H</u> <u>Frictional: B</u>	Conciliation	Basic: Partly accepted Frictional: Re-engagement accepted		



B/F.....	1955	1656					18942
30. Manufacture of footwear	67			Frictional: B	Conciliation	Withdrawn	
31. Manufacture of footwear	8			Frictional: B	Conciliation	Compromise agreed - ment reached	
32. Manufacture of footwear		9		Frictional: A	Conciliation	Parties adhered to the Agreement	9
33. Manufacture of footwear		68		Frictional: B	Conciliation	Compromise agreed - ment reached	204
34. Manufacture of footwear		14		Frictional: B	Conciliation	Re-engagement accepted	140
35. Manufacture of footwear		9		Basic: F, G, A.	Conciliation	Accepted	135
36. Tailoring		4		Basic: M	Conciliation	Accepted	1 (part)
37. Dress Making	40			Basic: A, C, D, E, F, H, M.	Conciliation	C. D. M: Accepted E, F: Compromise agreement reached H, A: withdrawn	
38. Manufacture of furniture		37		Basic: A	Conciliation	Partly accepted	148
39. Printing	16			Basic: A, D.	Conciliation	Accepted	
40. Manufacture of chemicals & chemical products	34			Basic: A, I.	Mediation	Negotiations deferred	
41. Manufacture of cement	140			Basic: A, I, G, K, L, r.	Mediation	Agreement reached	

(111)

(Continued from previous page)

Industry affected	No. of Workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of strike (days)	No. of man-days lost in case of stoppage of work
	In non stoppages	In stoppages					
B/F.....	2260	1797					19579
42. Manufacture of Bricks & Tiles	66		Basic: D Frictional: B	Mediation	Basic: Compromise agreement reached Frictional: Re-engagement accepted		
43. Manufacture of Bricks & Tiles	1		Frictional: B	Mediation	Re-engagement accepted		
44. Repair of motor vehicles	17		Frictional: B	Mediation	Re-engagement accepted		
45. Scale Manufacturing	7		Basic: A, B, C, D, E, F, I, H, M,	Conciliation	I: Withdrawn Others: accepted		
46. Manufacture of artificial teeth	48		Basic: I	Mediation	Accepted		
47. Sorting & Packing of Tobacco Leaf	130		Basic: A	Mediation	Accepted		
48. CONSTRUCTION Tube boilers installation	28		Basic: A	Conciliation	Accepted		
49. Electricians	9		Basic: A, B, C, E, F, H, M,	Conciliation	A: Deferred Others: accepted		
50. Electricians	3		Basic: A, D, E, F, H,	Conciliation	H: Dropped Others: accepted		
51. Building (Government)	71		Frictional: C	Mediation	Not finalized as at end of 1962		
52. Building (Government)		20	Frictional: B		Protest Strikes	1	20
53. - do -		7	Frictional: C		- do -	2	14
54. - do -		1300	Frictional: A, B, C,		- do -	1	1300
C/F.....	2640	3124					20913

B/F.....	2640	3124								20913	
55. Building (Government)		212	Frictional: C						Protest Strikes	1 (part)	80
56. - do -		27	Frictional: A						- do -	1	27
57. - do -		643	Frictional: C						- do -	1 (part)	120
COMMERCE											
58. Wholesale merchants	3		Basic: A					conciliation	Partly accepted		
59. - do -	9		Frictional: B					mediation	Agreement reached		
60. Wholesale Exporters and Importers		3	Basic: A, C, E, I, K					conciliation	A, C, E: accepted I: withdrawn	2	6
61. Wholesale Retail Trade	15		Basic: A					conciliation	compromise agreement reached		
62. Retail Trade		2	Basic: A, C, E, F, H, I, M					mediation	claims accepted	18-19	37
63. Retail Trade (Petrol)	8		Basic: C, E, F Frictional: B					mediation	Basic: Accepted Frictional: compromise agreement reached		
64. Banking		350	Frictional: B					mediation	Compromise agreement reached	1 hour	44
TRANSPORT STORAGE AND COMMUNICATION											
65. Transport	55		Basic: A Frictional: A					mediation	Negotiations deferred		
66. Transport	430		Basic: A-M Frictional: B T.U. Recognition					conciliation	Basic: Compromise agreement reached Frictional: Agreed at direct negotiations T.U. Recognition: Dropped		
67. Transport	19		Frictional: A, B					Conciliation	Negotiations/ finalized as at end of 1962		
68. Road passenger transport	2		Basic: A, D, E, F, L					Mediation	Compromise agreement reached		
C/F.....	3181	4361									21227

(Continued from previous page)

Industry affected	No. of Workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of Strike (days)	No. of man-days lost in case of stoppage of work
	In non stoppages	In stoppages					
B/F.....	3181	4361					21227
69. Road passenger transport	12		Basic: C	Mediation	Accepted		
70. Road passenger transport	3		Basic: M	Conciliation	Accepted		
71. - do -	16		Frictional: B	Conciliation	Claim withdrawn		
72. Freight & passenger transport	18		Basic: E, H.	Mediation	Accepted		
73. Transport	350		Basic: A - L T.U. Recognition	Mediation	Basic: Agreement was signed T.U. Recognised		
74. Other Road passenger transport		13	Frictional: B	Conciliation	Negotiations deferred	1	13
75. Loading & discharging of vessels	136		Frictional: C	Mediation	Compromise agreement reached		
76. - do -	58		Basic: D, I, J, M	Conciliation	D, M: accepted I: Referred to direct negotiations J: Dropped		
77. - do -		26	Basic: D, H, J	Conciliation	Accepted	1 (part)	13
78. Passenger & freight transport by air	135		Frictional: A	Conciliation	Agreement reached		
79. Travel agencies		10	Frictional: A	Mediation	The parties adhered to the Agreement	1½	15
80. Warehouses	41		Basic: A	Mediation	Claims partly accepted		
81. - do -	8		Basic: A, C, E, F, H, I, M.	Conciliation	Not finalized as at end of 1962		
C/F.....	3958	4410					21268

B/F.....	3958	4410					21268
<u>SERVICES</u>							
82. Local Government	20		Basic: A	Mediation	Claims accepted		
83. - do -	105		Basic: A, F, L	Mediation	Accepted		
84. Hotels	30		Basic: A, C, E, L	Conciliation	Claims partly accepted		
85. Hotels	230		Basic: A, C, D, E, L	Mediation	Compromise agreement reached		
86. Hotels	12		Frictional: B	Conciliation	Compromise agreement reached		
	4355	4410					21268

TABLE NO. 10

(Reference paragraph 76 of the Report)

Number of Reported Disputes Resulting in Strikes and  
Number of Mandays Lost by Industry and District.

INDUSTRY	ISLAND-WIDE		NICOSIA		LIMASSOL		FAMAGUSTA		LARNACA		PAPHOS		TOTAL	
	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost	No. of Disputes	Man-days lost
0 Agriculture, Forestry, and Hunting and Fishing	--	--	--	--	--	--	--	--	1	42	1	19	2	61
1 Mining and Quarrying	3	18714	--	--	--	--	--	--	--	--	--	--	3	18714
2-3 Manufacturing	1	67	5	502	2	100	--	--	--	--	1	135	9	804
4 Construction	4	1527	--	--	--	--	--	--	--	--	2	34	6	1561
5 Electricity, Gas, Water & Sanitary Services	--	--	--	--	--	--	--	--	--	--	--	--	--	--
6 Commerce	1	44	1	6	--	--	1	37	--	--	--	--	3	87
7 Transport Storage & Communication	--	--	1	13	1	15	1	13	--	--	--	--	3	41
8 Services	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Total	9	20352	7	521	3	115	2	50	1	42	4	188	26	21268

TABLE NO. 11

MAN-DAYS LOST DUE TO WORK STOPPAGES, BY INDUSTRY

(Reference paragraph 77 of the Report)

No.	I N D U S T R Y	Y E A R				
		1958	1959	1960	1961	1962
0	Agriculture, Forestry, Hunting and Fishing	24	640	--	136	61
1	Mining and Quarrying	--	--	1400	1501	18714
2-3	Manufacturing	3527	2183	2055	11257	804
4	Construction	24	354	85	222	1561
5	Electricity, Gas, Water and Sanitary Services	--	1294	--	1004	--
6	Commerce	216	161	530	6544	87
7	Transport, Storage and Communication	22	300	--	391	41
8	Services	256	1329	22935	212	--
	TOTAL	4069	6261	27005	21267	21268

TABLE No. 12

Number of Disputes Settled by Intercession Without Stoppage of Work,  
by Industry and District  
(Reference Paragraph 80. of the Report)

INDUSTRY	NICOSIA	LIMASSOL	FAMAGUSTA	LARNAKA	PAPHOS	H. Q.	TOTAL
Agriculture, Forestry, Hunting and Fishing	2	--	1	1	1	--	5
Mining, Quarrying	--	--	--	--	--	1	1
Manufacturing	13	1	2	2	--	9	27
Construction	2	--	--	1	--	1	4
Electricity, Gas, Water and Sanitary Services	--	--	--	--	--	--	--
Commerce	4	--	--	--	--	--	4
Transport, Storage & Communication	4	2	1	2	--	5	14
Services	2	--	--	--	--	3	5
TOTAL	27	3	4	6	1	19	60



TABLE No.13

SURVEY ON CONDITIONS OF EMPLOYMENT IN SELECTED UNDERTAKINGS

(Reference Paragraph 95 of the Report)

Industry	Number of Establishments surveyed		Number of Workers involved		
	Total	Covered by Collective Agreement	Total	Covered by Collective Agreement	
		Number	% on Total	Number	% on Total
Agriculture, Forestry, Hunting & Fishing	9	6	67%	245	41%
Mining & Quarrying	5	3	60%	3456	78%
Manufacturing	69	47	68%	3063	83%
Construction	2	2	100%	16027	100%
Electricity, Gas, Water and Sanitary Services	10	2	20%	1109	72%
Commerce	28	8	29%	352	24%
Transport Storage and Communications	13	3	23%	1490	57%
Services					
(a) Government and U.K.* Military Services	2	2*	100%	18794*	100%
(b) Other Services	27	2	7%	1240	61%
TOTAL	165	75	45%	51155	89%

\* The salaries/wage-rates and conditions of employment of the industrial and non-industrial employees of Government and the British Military Services, though determined by collective bargaining in joint management-labour committees (the Government Joint Labour Committee, the Government Joint Staff Committee; and the Whitley Councils, respectively), are submitted for ratification to higher authorities and the decisions taken formulated into Regulations instead of Collective Agreements.



TABLE No. 14

(Reference paragraph 100 of the Report)

**THE GROWTH OF THE TRADE UNION MOVEMENT IN CYPRUS  
1932—1962.**

Year	"Old" Trade Unions		"New" Trade Unions		Turkish Trade Unions		Fed. of Independent Trade Unions		Democratic Labour Federation (D.E.O.K.)		Others (includes Civil Service Unions)		Total	
	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members
1932	1	84	—	—	—	—	—	—	—	—	—	—	1	84
1933	1	84	—	—	—	—	—	—	—	—	—	—	1	84
1934	1	84	—	—	—	—	—	—	—	—	—	—	1	84
1935	2	99	—	—	—	—	—	—	—	—	—	—	2	99
1936	5	285	—	—	—	—	—	—	—	—	—	—	5	285
1937	6	367	—	—	—	—	—	—	—	—	—	—	6	367
1938	14	772	—	—	—	—	—	—	—	—	—	—	14	772
1939	46	2,544	—	—	—	—	—	—	—	—	—	—	46	2,544
1940	62	3,389	—	—	—	—	—	—	—	—	—	—	62	3,389
1941	68	3,854	—	—	—	—	—	—	—	—	—	—	68	3,854
1942	73	9,991	—	—	—	—	—	—	—	—	—	—	73	9,991
1943	82	9,507	—	—	—	—	—	—	—	—	—	—	82	9,507
1944	89	10,596	—	—	1	43	—	—	—	—	—	—	84	9,628
1945	91	12,961	31	758	7	436	—	—	—	—	—	—	122	11,865
1946	87	11,101	30	1,032	13	843	—	—	—	—	—	—	143	15,480
1947	51	11,259	31	991	19	681	—	—	—	—	—	—	144	13,414
1948	33	9,604	36	1,145	15	640	—	—	—	—	—	—	107	13,836
1949	31	9,447	61	2,641	9	190	—	—	—	—	—	—	89	13,130
1950	32	8,924	52	3,599	7	160	—	—	—	—	—	—	108	14,574
1951	39	10,281	54	2,625	5	131	—	—	—	—	—	—	98	13,566
1952	42	12,540	56	2,270	6	130	—	—	—	—	—	—	89	14,708
1953	47	14,427	54	2,702	8	444	—	—	—	—	—	—	118	18,054
1954	48	18,085	56	2,123	9	477	—	—	—	—	—	—	126	21,280
1955	43	22,925	67	2,882	10	740	—	—	—	—	—	—	156	26,666
1956	45	27,143	69	5,374	16	2,214	—	—	—	—	—	—	167	39,015
1957	40	30,375	130	2,214	16	1,813	12	2,954	—	—	—	—	228	42,928
1958	38	31,723	190	5,129	16	1,813	13	2,506	—	—	—	—	284	52,465
1959	34	33,770	236	9,767	15	1,268	12	2,036	—	—	—	—	342	85,549
1960	30	35,544	246	12,852	8	1,137	15	2,591	—	—	—	—	354	87,94
1961	25	36,442	232	16,829	36	4,829	16	2,416	—	—	—	—	334	73,24
1962	24	36,500*	57	15,587	37	4,381	14	2,211	—	—	—	—	179	79,919
				14,000*	38	4,200*	13	1,800*	19	1,000*	28	7,900*		65,400*

\* Figure is an estimate as no accurate membership figures could be obtained from the Registrar of Trade Unions by the end of March.



TABLE NO. 15

(Reference Paragraph 101 of the  
Report)

Associations of Employers Registered under the Trade Unions Law	Estimated Membership as at the end of 1962
1. Cyprus Fishing Industry Association	10
2. Cyprus Licenced Electrical-Contractors Association	40
3. Cyprus Shipping Association	24
4. Famagusta Clearing Forwarding Agents Association	20
5. Famagusta Wood Working Contractors' Association	35
6. Greek Owners of Newspapers & Periodicals Association	16
7. Master Electricians of Vehicles & Machinery Association	15
8. Motor Cars, Tractors & Agricultural Machinery Importers' Association	25
9. Nicosia District Engineering Employers' Association	22
10. Nicosia Petroleum Dealers' Association	16
11. Pancyprian Employers' Association of Electrical Installations	14
12. Pancyprian Master Printers' Association	20
13. Cyprus Building Contractors Association	69
14. Cyprus Cinematographists Association	117
15. Employers-Owners of Heavy Agricultural Machinery Association	30
16. Hotel Keepers' Association	50
17. Limassol Contractors' Association	30
	553
	553

TABLE NO.16

(Reference Paragraph 102 of the Report)

STATISTICS OF WAGES, SALARIES AND HOURS OF WORKM E N

The data refer to the week ended 20th October, 1962.

Industry	Daily	Actual	Weekly	Hours
	wage-rates	hourly	earnings	Worked
	1962	1962	1962	1962
	Mils	Mils	Mils	
<b>1. AGRICULTURE:</b>				
(a) Agricultural workers	1,054	137	6,325	46
(b) Shepherds	661	62	4,465	75
<b>2. MINING:</b>				
<b>I. Cupreous Ore Mining and Quarrying:</b>				
<b>(i) Underground:</b>				
(a) Miners	1,811	249	9,960	40
(b) Operatives & labourers	1,336	184	7,348	40
(c) Tractor drivers	1,643	226	9,032	40
(d) Brakemen	1,476	203	8,116	40
(e) Pipefitters	1,783	245	9,808	40
(f) Timbermen	1,796	247	9,880	40
(g) Trackmen	1,745	240	9,600	40
(h) Blasters	1,757	242	9,664	40
<b>(ii) Surface:</b>				
(a) Painters	1,654	228	9,110	40
(b) Watchmen	1,484	204	8,164	40
(c) Hoistmen	1,859	255	10,224	40
(d) Moulders	1,898	261	10,440	40
(e) Masons	1,796	247	9,876	40
(f) Carpenters	1,783	245	9,804	40
(g) Mechanics	1,720	237	9,460	40
(h) Electricians	1,869	257	10,280	40
(i) Drillers	1,850	231	10,172	44
(j) Driller assistants	1,641	226	9,024	40
(k) Labourers	1,486	185	8,172	44
(l) Tractor Drivers	2,046	256	11,248	44
(m) Brakemen	1,615	222	8,880	40
(n) Blacksmiths	1,847	254	10,160	40
<b>II. Other Ore Mining and Quarrying:</b>				
<b>(i) Underground:</b>				
(a) Drillers	1,317	183	7,241	40
(b) Driller assistants	1,080	148	5,940	40
(c) Timbermen	1,263	174	6,948	40
(d) Operatives & labourers	1,104	152	6,072	40
<b>(ii) Surface:</b>				
(a) Foremen & checkers	1,635	204	8,994	44
(b) Mechanics	1,470	184	8,083	44
(c) Lorry drivers	1,701	213	9,354	44
(d) Electricians	1,489	185	8,192	44
(e) Carpenters	1,598	200	8,787	44
(f) Masons	1,580	198	8,690	44
(g) Operatives & labourers	1,255	157	6,900	44

Industry	Daily	Actual	Weekly	Hours
	wage-rates	hourly	earnings	Worked
	1962	1962	1962	1962
	Mils	Mils	Mils	
<u>3. TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS:</u>				
(i) Bricks & Fire clay goods: Cement tile makers:				
(a) Skilled	1,636	205	9,000	} 44
(b) Semi-skilled	1,301	163	7,155	
(c) Unskilled	769	96	4,231	
(ii) Gypsum:				
(a) Craftsmen	1,038	130	5,709	} 44
(b) Operatives and labourers skilled	970	121	5,335	
<u>4. CHEMICAL AND ALLIED TRADES:</u>				
(i) Pharmaceutical preparations:				
(a) Dispensers	2,482	273	13,650	55
(b) Messengers & office boys	850	97	4,675	48
(ii) Soap manufacture:				
(a) Operatives, skilled	1,236	154	6,798	} 44
(b) Operatives, unskilled	1,036	130	5,698	
(iii) Oil mills:				
Operatives & labourers	914	104	4,570	44
<u>5. ENGINEERING AND METAL WORKS:</u>				
(a) Blacksmiths	1,390	173	7,654	} 44
(b) Blacksmith assistants	812	101	4,465	
(c) Fitters	1,320	165	7,260	
(d) Plumbers	1,510	189	8,310	
(e) Moulders	1,560	195	8,580	
(f) Turners	1,500	188	8,270	
(g) Electro-welders	1,520	190	8,360	
(h) Tinsmiths	1,376	172	7,570	
(i) Drivers	1,200	150	6,600	
(j) Oxygen-welders	1,855	232	10,200	
(k) Mechanics & Repairmen	1,710	214	9,420	
(l) Salesmen	1,430	179	7,875	
(m) Labourers	1,376	172	7,570	
<u>6. VEHICLES:</u>				
(i) Motor repairs & garages:				
(a) Mechanics & Repairmen (Automobile)	1,455	182	8,000	44
(ii) Bicycle repairs:				
(a) Repairers	1,273	159	7,000	44
<u>7. PRECISION INSTRUMENTS, JEWELLERY ETC:</u>				
(i) Jewellery and Plates:				
(a) Goldsmiths	1,200	150	6,600	44
<u>8. TEXTILES:</u>				
(i) Cotton Spinning:				
Machine Operators	1,022	128	5,621	44

/9.

Industry	Daily	Actual	Weekly	Hours
	wage-rates	hourly	earnings	worked
	1962	earnings	1962	1962
	Mils	Mils	Mils	
<b>9. LEATHER AND LEATHER GOODS:</b>				
<u>(excluding footwear)</u>				
(i) Leather (tanning & dressing)				
(a) Craftsmen & Kindred workers	1,522	190	8,371	44
(b) Operatives & labourers	1,190	149	6,545	44
(ii) Leather goods, including saddlery:				
(a) Craftsmen	1,250	125	6,875	44
<b>10. CLOTHING (including footwear)</b>				
(i) Tailoring:				
(a) Coat-makers	1,255	157	6,908	} 44
(b) Trouser-makers	928	116	5,104	
(c) Assistants	640	80	3,520	
(ii) Dress making:				
(a) Dressmakers	1,767	221	9,720	44
(iii) Manufacture and repair of boots and shoes:				
(a) Shoemakers	1,390	174	7,665	} 44
(b) Assistants	880	110	4,840	
(c) Machinists	1,760	220	9,690	
<b>11. FOOD:</b>				
(i) Grain milling:				
(a) Millers	1,600	220	11,440	52
(b) Operatives & labourers	1,020	127	6,340	50
(ii) Bread:				
(a) Kneaders	1,300	163	8,316	51
(b) Ovenmen	1,352	169	8,110	48
(c) Salesmen	1,390	174	8,350	48
(d) Operatives & labourers	976	122	5,360	44
(iii) Flour confectionery:				
(a) Confectioners	1,170	146	6,435	44
(b) Waiters	868	108	4,774	50
(iv) Macaroni:				
(a) Operatives & labourers	762	95	4,191	44
(v) Sugar confectionery:				
(a) Confectioners	1,438	180	7,912	44
(b) Operatives & labourers	976	122	5,360	44
(vi) Carob kibbling:				
(a) Craftsmen	1,640	205	9,000	44
(b) Operatives & labourers	1,110	139	6,105	44
<b>12. DRINK:</b>				
(i) Wines and brandies:				
(a) Coopers	1,256	157	9,730	62
(b) Mechanics	1,880	234	10,990	47
(c) Electricians	1,336	167	7,685	46
(d) Carpenters	1,405	175	8,050	46
(e) Engine operators	1,464	183	10,578	58
(f) Barrel makers	1,364	170	7,500	44
(g) Operatives & labourers	1,208	151	7,400	49

/(ii)



Industry	Daily wage-rates	Actual hourly earnings	Weekly earnings	Hours worked
	1962	1962	1962	1962
	Mils	Mils	Mils	
<b>12. DRINK (Cont'd)</b>				
(ii) Aerated waters:				
(a) Distributors	1,510	189	8,305	} 44
(b) Watchmen	1,288	161	7,084	
(c) Painters	1,248	156	6,860	
(d) Carpenters	1,096	137	6,027	
(e) Fitters	1,216	152	6,690	
(f) Drivers	1,400	175	7,700	
(g) Truck mechanics	1,420	177	7,800	
(h) Operatives & labourers	1,135	142	6,248	
<b>13. TOBACCO:</b>				
(a) Mechanics	1,500	187	9,373	50
(b) Mixers	1,550	194	9,696	50
(c) Craftsmen	1,288	161	6,768	42
(d) Operatives & labourers	1,168	146	6,714	46
<b>14. WOOD WORKING:</b>				
(i) Timber (Saw-milling, etc.)				
(a) Carpenters	1,384	173	7,615	44
(ii) Furniture and Upholstery:				
(a) Furniture makers	1,316	164	7,240	44
(b) Furniture makers assistants	828	104	4,450	43
(c) Upholsterers	1,000	125	5,500	44
(iii) Job Carpentry:				
(a) Carpenters	1,400	175	7,700	} 44
(b) Carpenter assistants	640	81	3,564	
<b>15. PAPER AND PRINTING:</b>				
(i) Printing & Publishing:				
(a) Compositors, hand	1,752	219	10,250	47
(b) Machine minders	1,987	248	10,920	44
(c) Linotypists	1,811	226	10,850	48
(d) Operatives & labourers	790	99	4,392	44
(ii) Lithographic works:				
(a) Lithographers	1,600	200	15,600	78
(b) Operatives & labourers	948	118	6,960	59
<b>16. OTHER MANUFACTURING INDUSTRIES:</b>				
(i) Zip Fastener industry:				
(a) Skilled labourers	1,455	182	8,000	44
(b) Unskilled labourers	552	69	3,036	44
<b>17. BUILDING AND CONTRACTING:</b>				
(a) Stone masons & brick layers	1,418	177	7,800	} 44
(b) Carpenters & joiners	1,415	177	7,784	
(c) Painters	1,215	152	6,682	
(d) Electric fitters	800	100	4,402	
(e) Operatives & labourers	1,071	134	5,891	

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I n d u s t r y	Daily	Actual	weekly	Hours
	wage-rates	hourly	earnings	worked
	1962	1962	1962	1962
	Mils	Mils	Mils	
<b>18. <u>ELECTRICITY &amp; WATER SUPPLY:</u></b>				
(i) Electricity:				
(a) Fitters	1,576	197	8,668	44
(b) Engine drivers	1,873	234	10,300	44
(c) Motor transport drivers	1,264	158	7,444	47
(d) Electricians	1,280	160	7,196	45
(e) Wiremen	1,584	198	8,500	43
(f) Linesmen	1,316	164	7,238	44
(g) Operatives & labourers	971	121	5,330	44
(ii) Water Supply:				
(a) Mechanics & repairmen	1,320	165	7,260	44
(b) Plumbers & pipe fitters, skilled	1,376	172	7,564	44
(c) Watchmen	1,174	118	8,500	72
(d) Operatives & labourers	971	121	5,324	44
<b>19. <u>TRANSPORT &amp; COMMUNICATION:</u></b>				
(i) Road passengers & goods transport:				
(a) Bus & lorry drivers	1,240	155	7,437	48
(b) Taxi drivers	1,230	154	6,765	44
(c) Porters	1,105	135	6,080	45
(d) Mechanics & repairmen	1,421	178	7,818	44
<b>20. <u>DISTRIBUTIVE TRADES:</u></b>				
(a) Salesmen	1,210	150	29,075+	190+
(b) Porters	1,181	148	6,500	44
<b>21. <u>PUBLIC ADMINISTRATION, PUBLIC WORKS, ETC.</u></b>				
(i) Central Government services:				
(a) Cabinet makers	1,594	199	8,770	44
(b) Porters	1,140	142	6,270	44
(c) Registration Assistants	1,008	127	5,495	44
(d) Sanitary labourers	1,100	137	6,750	49
(e) Ambulance Drivers	1,292	161	8,060	50
(f) Gardeners	904	113	4,970	44
(g) Cooks	1,044	131	5,894	45
(h) Telephone Operators	1,074	134	5,902	44
(i) Boiler attendants	1,376	172	8,577	50
(j) Clerks	1,288	161	6,926	43
(k) Occupation messengers	1,317	164	7,850	48
(l) Scavengers	1,406	175	8,593	49
(m) Labourers unskilled	922	115	4,717	44
(n) Labourers	1,056	132	6,072	46
(o) Labourers 1st Grade	1,272	159	7,120	45
(p) Labourers special grade	1,340	164	7,370	45
(q) Assistant Quality engineers	1,454	182	8,000	44
(r) Quality engineers	3,928	491	21,611	44
(s) Checkers	1,440	180	8,146	45
(t) Assistant foremen	1,608	201	9,127	45
(u) Foremen	1,780	218	9,790	45
(v) Plant operators	2,015	222	11,080	50

+ = per month

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Industry	Daily	Actual	Weekly	Hours
	wage-rates	hourly	earnings	worked
	1962	1962	1962	1962
	Mils	Mils	Mils	
<b>21. PUBLIC ADMINISTRATION</b>				
<b><u>PUBLIC WORKS, ETC., (Cont'd)</u></b>				
(w) Water carriers	1,054	132	5,694	44
(x) Asphalt sprayers	1,208	151	7,087	47
(y) Plumbers	1,504	188	8,381	45
(z) Painters	1,440	180	7,910	44
(aa) Fitters	1,523	190	8,043	42
(ab) Carpenters	1,520	190	7,924	42
(ac) Masons	1,550	194	8,420	43
(ad) Blacksmiths	1,456	182	8,000	44
(ae) Night watchmen	1,011	127	7,408	58
(af) Drivers	1,510	188	8,666	46
(ag) Masons special grade	1,832	228	10,070	44
<b>(ii) Local Government Services:</b>				
(a) Masons	1,590	200	8,733	44
(b) Carpenters	1,504	188	7,916	42
(c) Motor transport drivers	1,500	187	8,250	44
(d) Gardeners	990	123	5,594	45
(e) Operatives & labourers	1,152	144	6,392	44
(f) Scavengers	1,190	148	6,624	45
(g) Painters	1,380	172	7,593	44
(h) Watchmen	1,078	135	6,469	48
(i) Weighers	1,072	134	5,900	44
<b>22. MISCELLANEOUS SERVICES:</b>				
<b>(i) Hotels, coffee shops and restaurants:-</b>				
(a) Cooks	1,471	155	35,310+	228#
(b) Waiters	1,080	120	25,926+	216+
(c) Bar-men	1,191	132	28,583+	217+
<b>(ii) Dry cleaning:</b>				
Operatives	1,620	202	8,890	44
<b>(iii) Hair-dressing &amp; manicure:</b>				
(a) Barbers & manicurists	1,108	135	6,620	49

+ = Per month

TABLE NO.17

(Reference paragraph 102 of the Report)

STATISTICS OF WAGES, SALARIES AND HOURS OF WORKW O M E N

The data refer to the week ended 20th October, 1962.

I n d u s t r y	Mils	Mils	Mils	Hours worked 1962
	Daily wage- rates 1962	Actual hourly earnings 1962	Weekly earnings 1962	
<b>1. <u>AGRICULTURE:</u></b>				
Agricultural workers .. ..	570	71	3150	44
<b>2. <u>MINING:</u></b>				
Other mining & quarrying:				
Surface:				
Labourers: .. ..	774	97	4260	44
<b>3. <u>TEXTILES:</u></b>				
(a) Spinners, textile ..	546	68	3003	} 44
(b) Labourers, skilled ..	950	119	5225	
(c) Labourers, unskilled ..	499	62	2744	
<b>4. <u>CLOTHING:</u></b>				
(i) Manufacture & repair of boots and shoes:				
Apprentices .. ..	561	70	3088	44
(ii) Dress making:				
Seamstresses .. ..	560	70	3080	44
<b>5. <u>FOOD:</u></b>				
(i) Grain milling:				
Operatives & labourers	578	69	3180	46
(ii) Sugar confectionery:				
Operatives & labourers	636	80	3500	44
(iii) Carob kibbling:				
Operatives & labourers	654	82	3600	44
(iv) Citrus grading packing and by-products:				
Operatives & labourers	824	103	4530	44
(v) Food & fodder industries:				
Operatives & labourers	595	74	2628	44
(vi) Flour confectionery:				
Operatives & labourers	577	72	3174	47
(vii) Macaroni:				
Operatives & labourers	529	66	2910	44
<b>6. <u>DRINKS:</u></b>				
(i) Wines & brandies:				
(a) Bottlers .. ..	673	84	3700	44
(b) Labourers .. ..	672	84	3530	42
(ii) Soft Drinks:				
(a) Cleaners .. ..	750	94	4118	44
(b) Labourers .. ..	639	80	3515	44

I n d u s t r y	Daily wage- rates 1962	Actual hourly earnings 1962	Weekly earnings 1962	Hours worked 1962
<b>7. TOBACCO:</b>				
Operatives & Labourers ..	657	82	3524	43
<b>8. PAPER AND PRINTING</b>				
(i) Printing & Publishing:				
Operatives & labourers ..	680	85	3850	45
(ii) Lithographic works:				
Operatives & labourers ..	593	74	3260	44
<b>9. BUILDING &amp; CONTRACTING:</b>				
Labourers .. .. .	880	110	4840	44
<b>10. PUBLIC ADMINISTRATION:</b>				
Central Government Services:				
(a) Seamstresses .. .. .	1148	144	6110	43
(b) Maids .. .. .	816	102	4802	47
(c) Cleaners .. .. .	1051	131	6221	47
(d) Typists .. .. .	1304	163	7167	44
<b>11. MISCELLANEOUS SERVICES</b>				
(i) Hotels:				
(a) Chamber maids .. .. .	654	71	15690+	220+
(b) Laundresses .. .. .	790	85	18950+	222+
(ii) Dry cleaning:				
Operatives .. .. .	1620	202	8905	44
(iii) Hair-dressing & manicure:				
Barbers & manicurists ..	938	117	5160	44

+ = Per month

TABLE NO.18

(Reference paragraph 102 of the Report)

## STATISTICS OF WAGES, SALARIES AND HOURS OF WORK

G I R L S

The data refer to the week ended 20th October, 1962.

I n d u s t r y	Mils	Mils	Mils	Hours worked 1962
	Daily wage-rates 1962	Actual hourly earnings 1962	Weekly earnings 1962	
1. <u>TEXTILES:</u>				
Apprentices	452	7 57	2,481	44
2. <u>LEATHER &amp; LEATHER GOODS:</u>				
(excluding footwear)				
Operatives & labourers	509	64	2,800	44
3. <u>FOOD:</u>				
(i) Bread				
Operatives & labourers	418	52	2,300	44
4. <u>TOBACCO:</u>				
Operatives & labourers	505	63	2,650	42

TABLE NO.19

(Rereference paragraph 102 of the Report)

## STATISTICS OF WAGES, SALARIES AND HOURS OF WORK

BOYS

The data refer to the week ended 20th October, 1962.

I n d u s t r y	Mils	Mils	Mils	Hours
	Daily wage-rates 1962	Actual hourly earnings 1962	Weekly earnings 1962	worked 1962
1. <u>ENGINEERING &amp; METAL WORKS:</u>				
(a) Apprentices, metal working trades	367	46	2,020	44
(b) Fitters apprentices	245	31	1,360	44
2. <u>VEHICLES:</u>				
(i) Motor repairs & garages:				
(a) Apprentices auto-mechanics	360	45	1,980	44
(ii) Bicycle repairs: Apprentices	173	24	950	44
3. <u>CLOTHING:</u>				
(i) Tailoring: Apprentices	271	34	1,490	44
(ii) Manufacture & repair of boots and shoes: Apprentices	410	51	2,250	44
4. <u>FOOD:</u>				
(i) Flour confectionery: Apprentice confectioners	555	69	3,053	44
(ii) Sugar confectionery: Apprentices	453	67	2,490	37
5. <u>WOOD WORKING:</u>				
(i) Furniture & Upholstery: Furniture makers apprentices	378	47	2,055	44
(ii) Timber: Carpenter assistants	645	81	3,560	44
(iii) Job Carpentry: Carpenter apprentices	297	37	1,574	42
6. <u>PAPER AND PRINTING:</u>				
Printing and Publishing: Apprentices, printing trade	354	42	1,905	44
7. <u>BUILDING AND CONTRACTING:</u>				
Electric Fitters apprentices	273	34	1,500	44
Carpenters apprentices	460	58	2,530	44
Stone Masons & Bricklayers apprentices	493	62	2,710	44
8. <u>TRANSPORT &amp; COMMUNICATION:</u>				
(i) Road passenger & goods transport: Mechanics and repairmen apprentices	337	42	1,855	44
9. <u>MISCELLANEOUS SERVICES:</u>				
(i) Hair-dressing & manicure: Barbers apprentices	364	36	2,000	55

TABLE NO.20

(Reference paragraph 102 of the Report)

AVERAGE MONTHLY SALARIES (INCLUDING ALLOWANCES)  
IN CERTAIN ECONOMIC ACTIVITIES

The data refer to the month of October, 1962.

	Men	Women
	£	£
<b>1. <u>MINING AND QUARRYING:</u></b>		
Clerks           ..           ..           ..	56	33
<b>2. <u>MANUFACTURE &amp; CONSTRUCTION:</u></b>		
Beverage Industries:		
Soft Drinks:		
Clerks           ..           ..           ..	42	-
Wines and Brandies:		
Clerks           ..           ..           ..	52	-
Tobacco:		
Clerks           ..           ..           ..	47	-
<b>3. <u>COMMERCE:</u></b>		
Wholesale and Retail Trade:		
Clerks           ..           ..           ..	32	25
Messengers       .           ..           ..	22	-
Banks & other Financial Institutions:		
Clerks           ..           ..           ..	64	47
Messengers       .           ..           ..	36	-
<b>4. <u>TRANSPORT STORAGE &amp; COMMUNICATIONS:</u></b>		
Transport:		
Shipping Agencies:		
Clerks           ..           ..           ..	49	30
Messengers       .           ..           ..	32	-
<b>5. <u>SERVICES:</u></b>		
Educational Services:		
Secondary Schools:		
Teachers: Grade A   ..           ..           ..	111	80
"   B   ..           ..           ..	73	69
"   C   ..           ..           ..	60	55
<b>6. DOMESTIC SERVANTS</b>	-	15+

+ = Excluding the estimated value of payments in kind.



TABLE No. 21

(Reference Paragraph 105 of the Report)

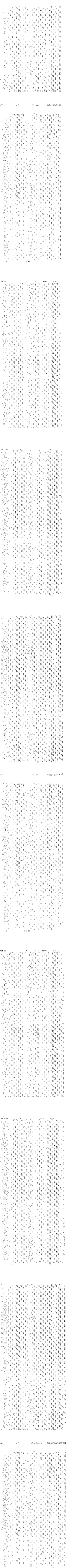
## COMPARATIVE TABLE OF HOURS WORKED AND OF CERTAIN BENEFITS PAID BY INDUSTRY IN CYPRUS

INDUSTRY	PAID ANNUAL LEAVE			PAID PUBLIC HOLIDAYS			NORMAL HOURS OF WORK			PROVIDENT FUNDS (Employer's Contribution)		
	Monthly Paid		Weekly Paid		Monthly Paid		Weekly Paid		Monthly Paid		Weekly Paid	
	No. of Days		No. of Days		No. of Days		Per Week		% on salary		% on salary	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Agriculture .. .. .	10	15	5	10	5	16	42	44	5	8	5	7
Mining .. .. .	15	18	6	18	7	12	40	44	5	10	4	5
Food Manufacturing (including Beverages) .. .. .	12	28	6	15	5	15	35	54	5	8.5	4	8.5
Tobacco Manufacturing .. .. .	7	15	6	14	13	15	44	44	5	5	5	5
Manufacture of Textiles .. .. .	6	14	6	14	4	13	44	44	5	5	5	5
Footwear Manufacturing .. .. .	6	15	6	15	6	6	44	44	5	5	5	5
Printing and Publishing Industries .. .. .	6	15	6	15	6	14	42	44	4	10	4	7.5
Manufacture of Non-Metallic Mineral Products .. .. .	7	18	6	14	4	13	39	44	5	7.5	5	7.5
Garages .. .. .	6	18	6	14	8	14	44	44	4	7.5	5	5
Other Manufacturing Industries .. .. .	6	21	3	12	3	15	40	44	5	7.5	5	5
Construction .. .. .	6	15	6	7	12	12	44	44	5	7.5	5	5
Electricity .. .. .	24	30	12	15	12	12	38	42	10	10	10	10
Water Supply .. .. .	24	42	12	15	13	13	38	39	10	10	10	10
Commerce .. .. .	7	35	6	18	6	13	35	50	5	12.5	5	10
Banks and Other Financial Institutions .. .. .	15	30	*—	*—	6	*—	36	42	10	12	*—	*—
Air, Sea and Road Transport .. .. .	8	28	8	22	6	13	39	45	5	8	5	8
Storage and Warehousing .. .. .	7	42	7	16	12	13	44	48	5	12	5	12
Communications (including Broadcasting) .. .. .	21	36	12	14	9	17	38	42	10	10	10	10
Government Services (including Municipalities) .. .. .	24	42	12	15	11	13	38	44	5	5	5	5
British Military Services .. .. .	15	21	12	12	11	11	38	56	Nil	Nil	Nil	Nil
Recreation, Personal and Other Services .. .. .	6	30	6	14	2	13	36	58	5	8	5	8

\* Not applicable.

Note.—Atypical cases, i.e. isolated cases by far more or less favourable to the workers and cases where the benefit is completely at the discretion of the employer, have not been included.





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## ACCIDENTS NOTIFIED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE DURING 1962

(Reference paragraph 132 of the Report)

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
Agriculture	8	-	8	-	8	-	8	Other accidents
"	1	1	-	-	1	-	1	Electricity
"	2	1	1	-	2	-	2	Other power driven machinery
"	1	-	1	-	1	-	1	Struck by falling objects
"	3	1	2	-	3	-	3	Striking against objects and caught between objects
"	1	-	1	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
"	10	1	9	-	10	-	10	Persons falling
Forestry	5	5	-	1 MYP.	4	-	5	Struck by falling objects
"	1	1	-	-	1	-	1	Persons falling
"	1	1	-	-	1	-	1	Flying objects
"	1	1	-	-	1	-	1	Other accidents
Log felling & cutting	1	1	-	-	1	-	1	Persons falling
Stone crushing	1	1	-	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Struck by falling objects
Stone sand washing	1	1	-	-	1	-	1	Other accidents
Slaughtering	1	1	-	-	1	-	1	Struck by falling objects
Flour Mills	1	1	-	-	1	-	1	Struck by falling objects
Bakery	2	1	1	1 MYP.	1	-	2	Persons falling
"	1	1	-	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Mixers

Bakery	1	1	-	1	-	1	1	1	Hot or corrosive substances including molten metal
Sugar confectionery	1	1	-	1	-	1	1	1	Motor cars
Carob Kibbling	1	1	-	1	-	1	1	1	Belts, pulleys, gearing
"	1	1	-	1	-	1	1	1	Struck by falling objects
"	1	1	-	1	-	1	1	1	Persons falling
Coffee roasting & grinding	1	-	1	1	-	1	1	1	Striking against objects and caught between objects
"	1	1	-	1	-	1	1	1	Struck by falling objects
Wine Industries	1	1	-	1	-	1	1	1	Persons falling
"	1	1	-	1	-	1	1	1	Striking against objects and caught between objects
Soft Drinks	2	2	-	2	-	2	2	2	Unspecified
"	3	3	-	3	-	3	3	3	Other accidents
"	1	1	-	1	-	1	1	1	Motor cars
"	1	1	-	1	-	1	1	1	Planing machines
"	1	1	-	1	-	1	1	1	Persons falling
"	1	1	-	1	-	1	1	1	Electricity
"	1	1	-	1	-	1	1	1	Struck by falling objects
"	1	1	-	1	-	1	1	1	Stepping on objects
"	1	1	-	1	-	1	1	1	Striking against objects and caught between objects
"	1	1	-	1	-	1	1	1	Persons falling
Tobacco Manufacture	1	1	-	1	-	1	1	1	Struck by falling objects
"	1	1	-	1	-	1	1	1	Electricity
"	1	1	-	1	-	1	1	2	Other accidents
"	2	2	-	2	-	2	2	1	Unspecified machinery
"	1	1	-	1	-	1	1	1	Persons falling
Manufacture of footwear	1	1	1 MYP.	1	-	1	1	1	Striking against objects and caught between objects
"	1	1	-	1	-	1	1	1	Unspecified

(continued from previous page)

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
Saw Mills	3	3	-	-	3	-	3	Circular saws all types
"	1	1	-	-	1	-	1	Persons falling
"	1	1	-	-	1	-	1	Other
"	2	2	-	-	2	-	2	Other accidents
"	1	1	-	1 MYP.	-	-	1	Struck by falling objects
"	1	1	-	1 MYP.	-	-	1	Planing machines
"	1	1	-	-	1	-	1	Spindle machine
.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacture of furniture	1	1	-	1 MYP.	-	-	1	Circular Saws
"	2	2	-	-	2	-	2	Planing machines
"	1	1	-	1MYP.	-	-	1	Other accidents
Box-making (Wood)	1	1	-	-	1	-	1	Struck by falling objects
"	1	1	1	-	1	-	1	Persons falling
"	1	1	-	-	1	-	1	Other accidents
.....	.....	.....	.....	.....	.....	.....	.....	.....
Carpentry	2	2	-	-	2	-	2	Struck by falling objects
"	1	1	-	-	1	-	1	Circular Saws
"	6	6	-	1 MYP.	5	-	6	Planing machines
"	1	1	-	-	1	-	1	Handling without machinery
"	3	3	-	-	3	-	3	Other accidents
.....	.....	.....	.....	.....	.....	.....	.....	.....
Production of olive stone Oil	3	3	-	-	3	-	3	Fire
.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacture of bricks & tiles (Clay)	1	-	1	-	1	-	1	Other accidents



(continued from previous page)

Industry	No of persons affected	Sex		Age Under 18	Age 18 and Over	Degree of Injury		C a u s a t i o n
		Male	Female			Fatal	Non Fatal	
Manufacture of brooms and brushes	1	1	--	--	1	--	1	Other accidents
Manufacture of plastic products	1	1	--	--	1	--	1	Persons falling
Construction	2	2	--	--	2	--	2	Handling without machinery
Gvt.	4	3	1	--	4	--	4	Struck by falling objects
"	2	2	--	--	2	--	2	Fire
"	2	2	--	--	2	--	2	Belts, ropes, pulleys, gearing
"	8	7	1	--	8	--	8	Persons falling
"	1	1	--	--	1	--	1	Motor cars
"	1	1	--	--	1	--	1	Steam, Gas, and other engines
"	2	2	--	--	2	--	2	Flying objects
"	1	1	--	--	1	1+	1	Other power driven machinery
"	3	2	1	--	3	1+	2	Striking against objects and caught between objects
"	3	3	--	--	3	--	3	Other accidents
"	3	3	--	--	3	--	3	Motor cycles, bicycles
"	1	1	--	--	1	--	1	Lifting
"	1	1	--	--	1	--	1	Hand tools
Construction	1	1	--	--	1	--	1	Wheel barrows
Municipalities	1	1	--	--	1	--	1	Persons falling





(continued from previous page)

Industry	No of persons affected	Sex		Age		Degree of Injury		C a u s a t i o n
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
Electricity Supply	27	27	-	-	27	-	27	Air compressors Other accidents
Wholesale Trade	211	111	2	-	211	-	211	Flying objects Explosion Striking against objects and caught between objects Other accidents Persons falling
Retail Trade	6321	6321	-	1 MC	6321	-	6321	Persons falling Other accidents Struck by falling objects Hand tools
Road Transport	11	11	-	-	11	-	11	Struck by falling objects Persons falling
Water Transport Loading & Discharging of vessels	95	95	-	-	95	1+	95	Ships/persons falling Striking against objects and caught between objects Handling without machinery Ships Struck by falling objects Other accidents Hot or corrosive substances including molten metal



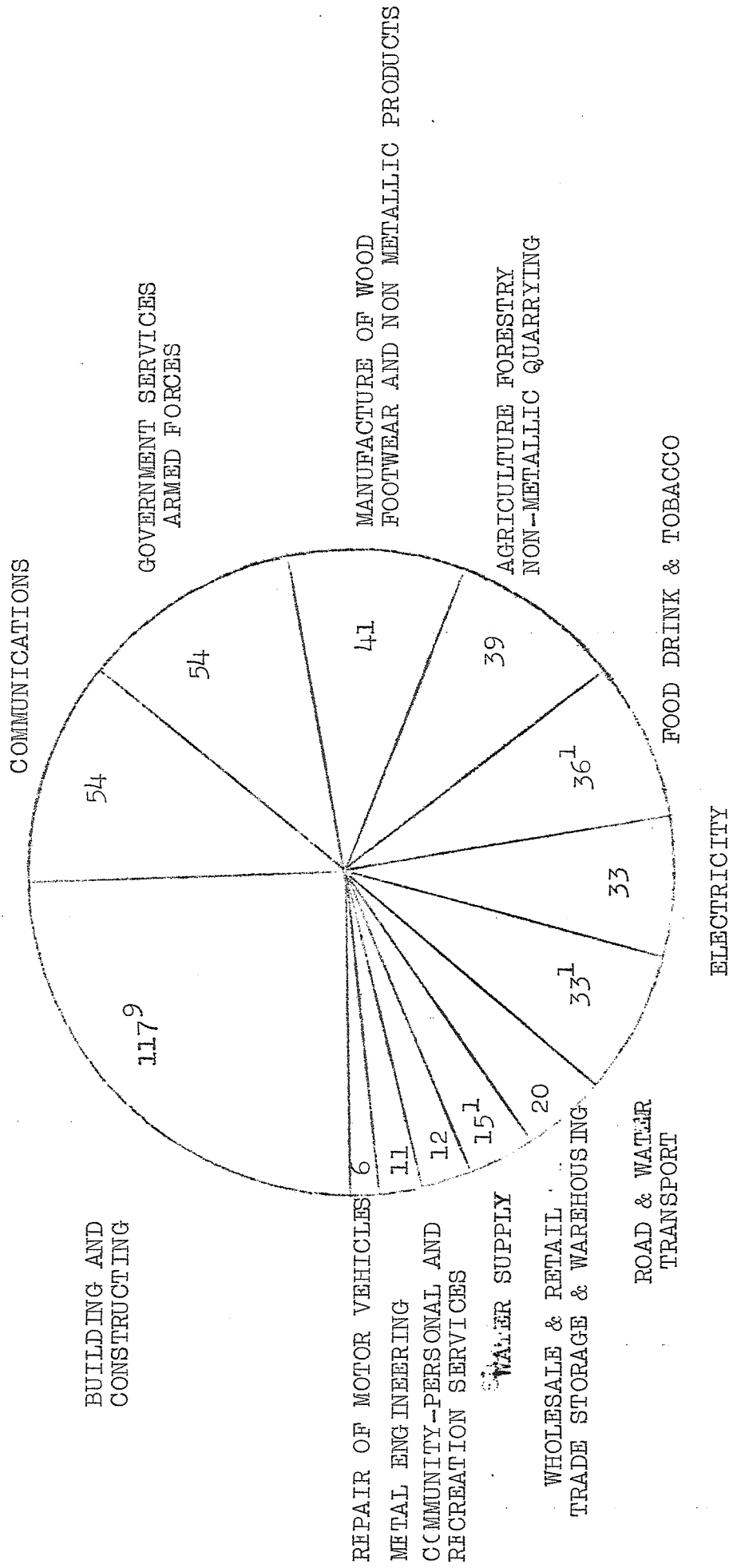
(continued from previous page)

Industry	No of persons affected	Sex		Age		Degree of Injury		Persons falling Other Unspecified Other accidents Motor cars Planing machines Struck by falling objects Hand tools Lifting Hot or corrosive substances including molten metal Other vehicles, hand trucks, wheel barrows etc.
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
Armed Forces	7	5	2	-	7	-	7	
"	1	1	-	-	1	-	1	
"	1	1	-	-	1	-	1	
"	9	9	-	-	9	-	9	
"	1	1	-	-	1	-	1	
"	1	1	-	-	1	-	1	
"	4	4	-	-	4	-	4	
"	1	1	-	-	1	-	1	
"	4	4	-	-	4	-	4	
"	2	2	-	-	2	-	2	
"	1	1	-	-	1	-	1	
.....	.....	.....	.....	.....	.....	.....	.....	.....
Community Education	1	-	1	-	1	-	1	Persons falling
Medical Services	1	-	1	-	1	-	1	Collapse of scaffold
"	2	-	2	-	2	-	2	Persons falling
"	1	1	-	-	1	-	1	Motor cycles, bicycles
Printing Services	1	1	-	-	1	-	1	Struck by falling objects
Museums	1	1	-	-	1	-	1	Persons falling
Cabarets	1	1	-	-	1	-	1	Struck by falling objects
Reaction Services Rifle Club	1	1	-	-	1	-	1	Striking against objects and caught between objects

Hotels	1	-	1	-	1	1	Persons falling
Laundries and Dry-Cleaning	1	-	1	-	1	1	Persons falling
"	1	1	-	-	1	1	Other

TABLE No. 23

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1962  
 (Reference paragraph 133 of the Report)



Indices show number of Fatalities  
 This is included in the figure given.

TABLE 24

(Reference paragraph 134 of the Report)

FATAL AND NON FATAL ACCIDENTS 1953/1962

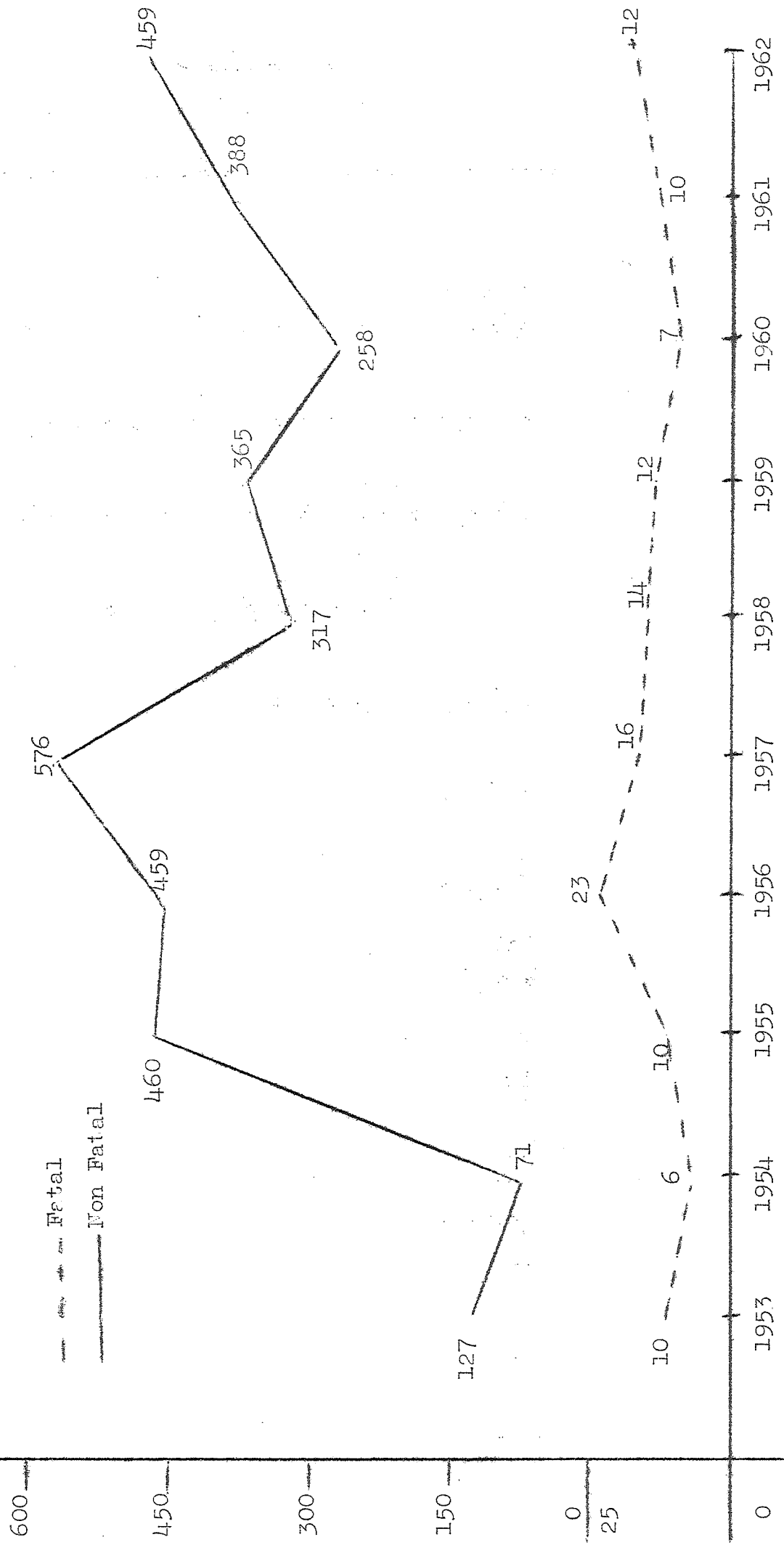


TABLE No. 25

(Reference paragraph 135 of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION, 1962.

<u>%</u>	
22	Persons falling <u>*****</u>
22	Struck by falling objects or flying objects <u>*****</u>
20	Miscellaneous causes <u>*****</u>
16	Power-driven machinery <u>*****</u>
10	Stepping on or striking against objects <u>*****</u>
4	Handling goods <u>****</u>
4	Molten metal, hot or corrosive substance <u>****</u>
4	Ships and lifting <u>****</u>
3	Motor cars, motor cycles <u>***</u>
2	Air compressors, mixers <u>**</u>
1	Electricity <u>*</u>
1	Hand tools <u>*</u>
1	Collapse of scaffold <u>*</u>



TABLE No. 26

(Reference Paragraph 172 of the Report)

NUMBER OF PERSONS INSURED BY AGE GROUP  
SEX AND, IN THE CASE OF FEMALE CONTRI-  
BUTORS, BY MARITAL STATUS AS WELL.

Age Group	Total Males & Females	Males	Females	Females Married	Females Single
Prior to 1892	3634	3098	536	434	102
1892	452	411	41	30	11
1893	560	514	46	40	6
1894	835	714	121	98	23
1895	580	502	78	63	15
1896	2249	1543	706	593	113
1897	722	630	92	78	14
1898	1297	1096	201	171	30
1899	856	731	125	98	27
1900	2613	2009	604	485	119
1901	2357	1701	656	544	112
1902	1735	1438	297	258	39
1903 - 1909	15479	11230	4249	3653	596
1910 - 1919	29987	21006	8981	7687	1294
1920 - 1929	35092	25092	9457	7127	2330
1930 - 1939	51935	37322	14613	4236	10377
1940	7798	5192	2606	207	2399
1941	5754	3785	1969	128	1841
1942	5493	3642	1851	80	1771
1943	6426	4342	2084	35	2049
1944	6118	4223	1895	21	1874
1945	4809	3426	1383	7	1376
1946	4863	3491	1372	5	1367
1947	3675	2616	1059	3	1056
1948	1946	1434	512	-	512
1949	300	213	87	-	87
<b>TOTAL</b>	<b>197,565</b>	<b>141,944</b>	<b>55,621</b>	<b>26,081</b>	<b>29,540</b>



TABLE 27

(Reference Paragraph 177 of the Report)

## SOCIAL INSURANCE FUND

## FUND ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER, 1962.

PAYMENTS.		RECEIPTS.		
	£	mils	£	mils
<i>Management Expenses:</i>				
Salaries and Allowances ..	53,951.235		Employers and Employees Contribution ..	470,093.328
Rents .. .. .	1,369.965		Government General Contribution .. ..	235,046.664
Stationery .. .. .	1,419.229		Interest received .. .. .	67,530.515
Travelling .. .. .	1,179.182			
Sundries .. .. .	1,083.086			
Audit Fees .. .. .	949.000			
Printing of Social Insurance				
Stamps .. .. .	1,491.162	61,442.859		
<i>Insurance Benefits:</i>				
Unemployment Benefit ..	90,153.605			
Sickness Benefit .. .. .	28,028.555			
Maternity Grant .. .. .	30,758.500			
Death Grant .. .. .	1,676.000			
Widows' Pension .. .. .	30,820.577			
Orphans' Benefit .. .. .	118.800			
Old Age Pension .. .. .	143,590.962			
Marriage Grant .. .. .	2,869.035	328,016.034		
Surplus .. .. .		383,211.614		
		<u>772,670.507</u>		<u>772,670.507</u>

## BALANCE SHEET AS AT 31ST DECEMBER, 1962.

LIABILITIES.		ASSETS.		
	£	mils	£	mils
Balance of Fund at 1.1.62 ..		1,906,705.538	Cash with Treasury .. .. .	111,362.490
Add: Surplus for the year	383,211.614		Investments at Middle Market Prices ..	2,180,881.554
Appreciation of U.K. Investments ..	9,870.462		Office Equipment, Furniture & Fittings at cost ..	6,693.927
			Less:	
			Aggregate Depreciation to date .. .. .	2,776.390
Less:			Cost of Additions & Alterations to Government Premises used by the Fund ..	3,695.773
Depreciation for the year ..	854.183	392,227.893	Less:	
			Aggregate Depreciation to date .. .. .	923.923
				2,771.850
		<u>2,298,933.431</u>		<u>2,298,933.431</u>



TABLE No. 28

(Reference Paragraph 177 of the Report)

SOCIAL INSURANCE FUNDSTATEMENT OF INVESTMENTS HELD AS AT  
31st DECEMBER 1962

Date	Description	Nominal Value		Cost Price		Middle market prices	
		£	mils	£	mils	£	mils
21.10.58	4 $\frac{3}{4}$ % Conversation stock 1963	145,750.	284	150,000.	000	146,843.	408
21.10.58	5 $\frac{1}{2}$ % Exchequer 1956	146,430.	750	150,000.	000	150,823.	671
31.12.58	Electricity Dev. (1st Issue stock) 64/68 6%	400,000.	000	400,000.	000	400,000.	000
29.12.58	Telecom. (1st Issue stock) 64/68 6%	100,000.	000	100,000.	000	100,000.	000
31.12.59	Electricity Dev. (3rd Issue stock 1967 5 $\frac{1}{2}$ %)	300,000.	000	300,000.	000	300,000.	000
5.8.60	Electricity Dev. (4th Issue) 1965 5 $\frac{1}{2}$ %)	250,000.	000	250,000.	000	250,000.	000
1.8.60	C.C.S. Co-oper. Blg. Soc. Ltd. 5 $\frac{1}{2}$ %)	39,455.	465	39,455.	465	39,455.	465
12.11.60	Social Ins. Building	64,000.	771	64,000.	771	64,000.	771
31.12.61	Bank of Cyprus - Fixed Deposits 6%	130,000.	000	130,000.	000	130,000.	000
31.12.61	Bank of Cyprus - 7 days notice 5 $\frac{1}{2}$ %)	71,223.	560	71,223.	560	71,223.	560
10 & 21.11.62	Ottoman Bank 7 days Notice Interest: 1% below the Bank of England rate	160,000.	000	160,000.	000	160,000.	000
1.9.62	Electricity Dev. (Fifth Issue stock) 1967 5 $\frac{3}{4}$ %)	350,000.	000	350,000.	000	350,000.	000
30.9.62	Joint consolidated Fund Deposit at call.	18,534.	679	18,534.	679	18,534.	679
		2,175,395.	509	2,183,214.	475	2,180,881.	554

TABLE No. 29

(Reference Paragraph 178 of the Report)

RATE OR AMOUNT OF BENEFIT PAYABLE AT THE  
FULL AND REDUCED RATES

Kind of Benefit	Full Rate	Reduced rate or amount		
	Number of contributions paid or credited in the last contribution year or yearly average of contributions paid or credited.			
	50 or over	40 - 49	30 - 39	20 - 29
Sickness Benefit ) Unemployment Benefit ) Widows' Pension ) Old Age Pension (	£1.200 mils	£1.000 mils	800 mils	600 mils
Marriage Grant	10.000 "	8.000 "	6.000 "	5.000 "
Maternity Grant	5.000 "	4.000 "	3.000 "	2.500 "
Death Grant	10.000 "	3.000 "	6.000 "	5.000 "
Increase of Benefit for				
(a) One dependant	600 mils	500 mils	400 mils	300 mils
(b) Two or more dependants	900 "	750 "	600 "	450 "

TABLE No. 30

Reference paragraph 178 of the Report

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1961 AND 1962

	Unemployment Benefit		Sickness Benefit		Maternity Grant		Death Grant		Marriage Grant		Widow's Pension		Old age Pension		Orphan's Benefit	
	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962
January	9970	5057	835	921	729	589	20	15	17	29	12	14	95	108	-	-
February	8029	6120	1275	831	647	649	20	11	28	13	12	12	61	77	-	-
March	7641	7397	1385	491	653	727	16	18	21	33	16	14	86	75	-	-
April	5661	4116	698	366	532	621	14	19	6	13	9	13	49	73	-	-
May	4834	4166	599	379	594	648	20	16	23	25	11	12	75	70	-	-
June	3935	2596	896	319	566	512	9	6	33	26	8	12	47	65	-	-
July	3851	2773	606	810	537	488	16	8	33	44	11	12	51	73	-	-
August	3891	3552	476	389	541	749	8	17	34	31	6	11	48	62	-	-
September	3503	2540	349	632	510	506	13	12	31	27	9	12	43	52	-	-
October	2727	2270	446	429	559	493	9	18	74	43	4	15	58	53	-	-
November	2696	2725	438	1080	618	638	32	24	85	97	20	17	73	74	-	-
December	2447	2022	357	517	535	490	18	17	33	32	16	14	92	56	-	-
TOTAL	59185	45334	8360	7164	7021	7110	195	181	418	413	134	158	778	838	4	-

(111)

TABLE 31

Reference Paragraph 178 of the Report

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1961 and 1962

	Unemployment Benefit		Sickness Benefit		Maternity Benefit		Death Grant		Marriage Grant		Widow's Pension		Old Age Pension		Orphan's Benefit	
	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962	1961	1962
January	12974	6075	2459	1809	1942	2408	94	170	119	183	998	2008	4306	11260	5	17
February	15726	12370	4837	1793	2876	2550	102	159	150	152	987	2135	4677	9417	5	7
March	17167	12808	8478	2315	3067	2779	197	118	196	170	1251	2125	4797	11696	5	14
April	13432	9155	6608	2447	2088	2924	138	172	112	128	1580	3326	6379	10146	5	5
May	11608	9145	4178	2284	2805	2702	191	154	168	1594	1594	2125	8430	12242	5	14
June	8210	6392	2670	1765	2499	2278	136	91	223	223	2545	2580	7352	10515	10	10
July	6962	5571	2267	1720	2509	2565	170	84	209	235	1823	2502	7130	11943	17	10
August	6291	6604	1982	2050	1986	2271	79	84	256	288	1900	2410	7082	11609	26	10
September	9062	5171	3781	2158	2214	2950	113	238	222	211	1754	2143	7607	11280	10	11
October	5905	5540	2112	2550	2106	2518	79	120	262	329	1812	3215	7610	14709	19	-
November	5921	5106	2217	4371	2452	2521	156	154	372	488	1643	2834	7837	12336	10	12
December	6375	6560	3614	2737	2447	2284	190	145	345	329	2072	3526	8244	16160	10	10
T O T A L	119633	90497	45203	28011	28991	30750	1714	1666	2785	2881	19968	30927	81389	143313	127	120



TABLE NO.32

(Reference paragraph 193 of the Report)

PNEUMOCONIOSIS COMPENSATION FUND.

RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31st DECEMBER, 1962

RECEIPTS	PAYMENTS
Balance of the Fund 1.1.1962	£12,718.357 mls Compensation for disablement £9.829.060 mls
Monthly subscriptions	" " Deaths £ 618.966 "
(i) Mining Companies £12,181.000 mls	£10,448.026 mls
(ii) Other Industries £ 422.068 "	
Interest Received	Cash and Investments
	Cash at Bank 31.12.62 £4,245.157 mls
	" " in Hand " £ 10.500 "
	Fixed Deposits 6 o/o Interest
	£ 4,255.657 "
	£11,000.000 "
	£25,703.683 mls

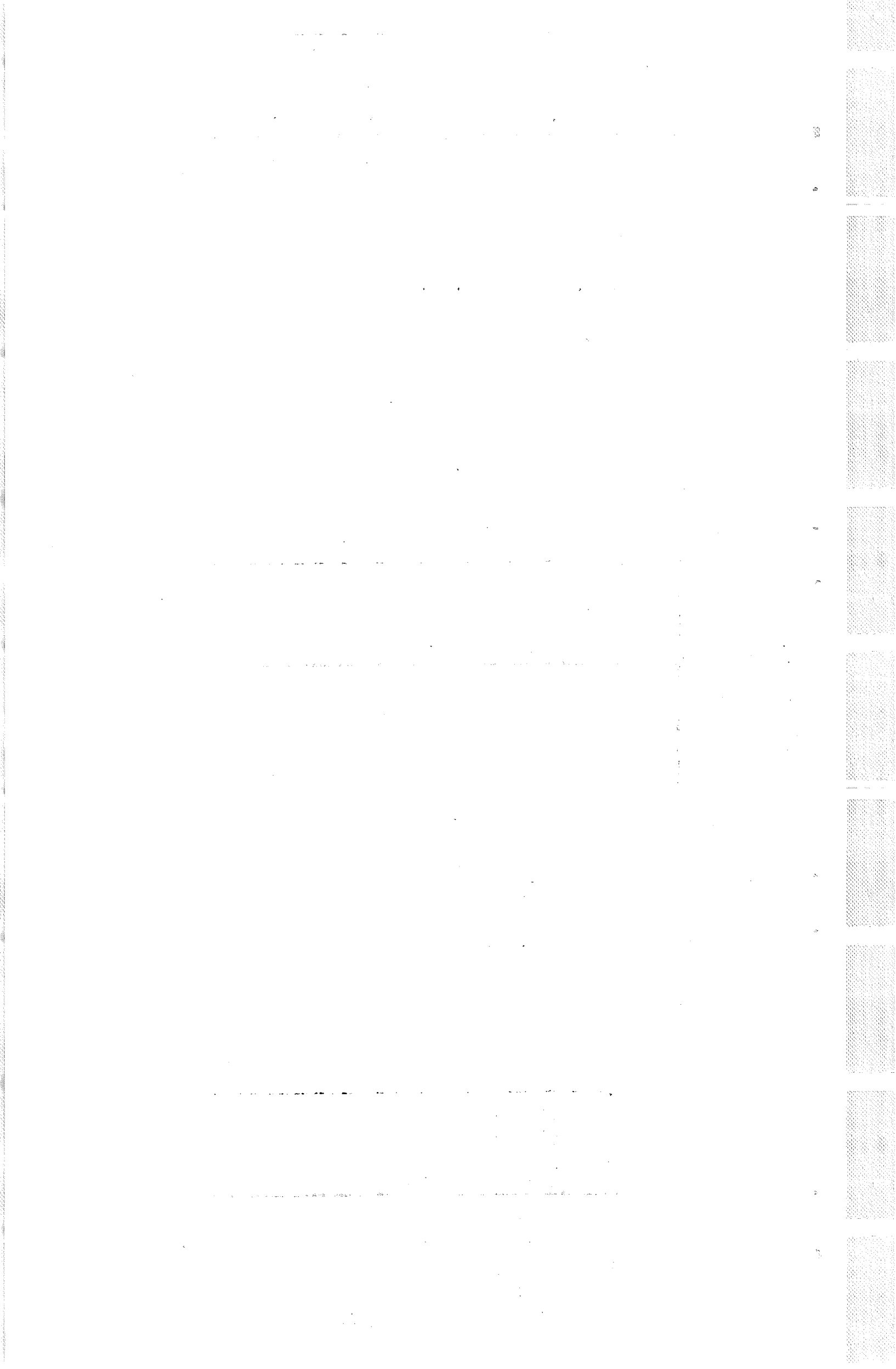


TABLE No. 33

(Ref. paragraph 194 of the Report)

NUMBER OF CASES REPORTED AND AMOUNTS  
AWARDED IN 1962 UNDER THE  
WORKMEN'S COMPENSATION LAW.

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
<u>AGRICULTURE</u>								
Growing of fruits and nuts	21	454.505	1	46.500				
Raising of livestock, poultry, rabbits other animals and bees.	7	58.725						
Pruning Picking & Packing	1	6.000						
Other Agricultural Services e.g. seed cleaning etc.	1	16.000						
<u>FORESTRY AND LOGGING</u>								
Felling and cutting of trees	3	51.000						
<u>MINING AND QUARRYING</u>								
Chromium ore mining	3	20.000	2	587.000	1			
Copper mining	19	167.000	9	240.000			1	630.000
<u>STONE QUARRYING CLAY AND SAND PITS</u>								
Stone crushing	4	46.000	1					
Gypsum mining & quarrying	4	45.000						
Asbestos mining	6	79.580	7	327.350				
C/F	69	943.810	20	1200.850	1		1	630.000

(1x)

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	69	943.810	20	1200.850	1	-	1	630.000
<u>FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRIES</u>								
Manufacture of ice-cream and ices.	-	-	1	150.000				
Canning of fruits and vegetables including fruits and vegetable juices	4	3.400						
Flour manufacturing	2	50.500	1	40.000				
Manufacture of bread	2	85.000	1	112.000				
Manufacture of sugar confectionery	1							
Manufacture of olive oil	1	29.000						
Carob kibbling	1							
Manufacture of ice	1	20.000						
<u>BEVERAGE INDUSTRIES</u>								
Manufacture of alcoholic liquors	14	124.710	1					
Manufacture of wine (including vinegar)	1	1.250						
Manufacture of aerated waters and soft drinks.	9	73.270					1	
Manufacture of cigarettes	4	30.725	1	69.000				
C/F	109	1361.665	25	1571.850	1		2	630.000

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	109	1361.665	25	1571.850	1	-	2	630.000
<u>MANUFACTURE OF TEXTILES</u>								
Manufacture of underwear	1	3.000						
<u>MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS</u>								
Manufacture of footwear	1	28.000						
<u>MANUFACTURE OF WOOD AND CORK, EXCEPT MANUFACTURE OF FURNITURE.</u>								
Sawmills and planing mills	4	72.000	2	119.000				
<u>MANUFACTURE OF FURNITURE AND FIXTURES.</u>								
Manufacture of furniture and fixtures wooden	11	363.050						
Manufacture of furniture and fixtures metal	1	25.000						
Manufacture of chairs (any material)	1	11.000						
Manufacture of bee-hives	1	17.000						
<u>MANUFACTURE OF RUBBER PRODUCTS</u>								
Retreading and vulcanizing of tyres	2	19.500						
C/F	131	1900.215	27	1690.850	1	-	2	630.000

INDUSTRY	Temporary Disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	131	1900.215	27	1690.850	1	-	2	630.000
<u>MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS, EXCEPT PRODUCTS OF PETROLEUM AND COAL.</u>								
Manufacture of bricks and tiles (clay)	6	48.064	1	285.738				
Manufacture of mosaic tile, glazed or unglazed	5	71 511	1	100.000				
Manufacture of cement, portland	7	31.609						
<u>BASIC METAL INDUSTRIES</u>								
Manufacture of basic iron and steel products	1	19.000						
Non ferrous metal industries								
Manufacture of aluminium products	4	36.500						
<u>MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY AND TRANSPORT EQUIPMENT</u>								
Blacksmith and welding shops	12	208.754						
<u>MANUFACTURE OF ELECTRICAL MACHINERY APPARATUS APPLIANCES AND SUPPLIES.</u>								
Repairs to radios, refrigerators and other electric								
C/F	166	2315.653	29	2076.588 (lxiii)	1	-	2	630.000

INDUSTRY	Temporary Disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	166	2315.653	29	2076.588	1	-	2	630.000
household appliances.	1							
<u>MANUFACTURE OF TRANSPORT EQUIPMENT.</u>								
Shipyards & boat yards engaged in building and repair work.			1	78.000				
Repair of motor vehicles								
Motor vehicle repairing	4	111.662						
<u>MISCELLANEOUS MANUFACTURING INDUSTRIES.</u>								
Manufacture of brooms and brushes	1	14.000						
Manufacture of plastic articles	2	33.000						
<u>CONSTRUCTION</u>								
Building (excluding Government and Military).	87	2003.418	17	1877.835	3	79.500	5	2474.400
Carpenter shops	8	134.000	2	138.000				
Electrical installations shops	11	205.000	2	60 000				
Painters	1	2.000						
excavating	1							
Constructi- ons Military (Cypriot contractors)	5	31.180						
<u>ELECTRICITY, GAS AND STEAM.</u>								
Generation,								
C/F	287	4849.913	51	4230.423 (lxiv)	4	79.500	7	3104.400

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	287	4849.913	51	4230.423	4	79.500	7	3104.400
transmission and distribution of electric energy	27	284.072						
<u>WHOLESALE AND RETAIL TRADE.</u>								
Importers and exporters, wholesale	19	106.170	1	250.000	1	363.950		
Petroleum bulk stations	3	6.645						
Assemblers and buyers of farm products and cooperative agricultural and marketing associations.	1	10.000	1					
<u>RETAIL TRADE</u>								
Retail selling of goods for personal or household consumption or utilization	1	8.000						
<u>BANKS AND OTHER FINANCIAL INSTITUTIONS</u>								
Banks and closely related institutions	4	220.000						
<u>TRANSPORT, STORAGE AND COMMUNICATIONS</u>								
Freight transport by road	1	22.500						
Freight and passenger transport. (inland and coastal waters)	1	10.000	4	580.000				
C/F	344	5517.300	57	5060.423	5	443.450	7	3104.400



INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity.		Permanent total incapacity		Deaths	
	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)	No.	Amount (mils)
B/F	344	5517.300	57	5060.423	5	443.450	7	3104.400
Loading and discharging of vessels	75	1460.500	14	1334.500			2	1241.000
Salvaging of distressed vessels and their cargos	1	24.000						
Other Services incidental to all kinds of water transport	23	129.000						
Cold storage	1	33.000						
Telephone Services	65	1118.240						
<u>GOVERNMENT SERVICES</u>								
Central Government (Administration)	177	2889.662	23	1942.996				
Local Government (Administration)	4	61.955						
Foreign Armed Forces	24	211.214	3	372.000				
<u>COMMUNITY SERVICES</u>								
Communal Secondary and higher schools	1	7.500						
<u>PERSONAL SERVICES</u>								
Cafes and confectioners	1	30.000						
Hotels	1	6.666						
Dry-cleaning	2	14.000						
TOTAL	719	11503.037	97	8709.919	5	443.450	9	4345.400

Note: - (a) The amounts include compensation paid in 1962 for accidents which had occurred before 1962 and have not been settled by 31st December 1961.

(b) The following cases which occurred during 1962 and had not been settled by the end of the year were included in the above figures: -

(i) Temporary disablement: .....	60
(ii) Permanent Partial Incapacity: .....	33
(iii) Permanent Total Incapacity: .....	2
(iv) Deaths: .....	3

(c) The Civilian Establishment and Pay Officer, British Forces, did not state the amount paid as compensation in respect of 5 cases of temporary disablement for more than three days. These cases were also included in the table.

TABLE 34

(Reference para 237 of the Report)

Summary of Prosecutions & Convictions under Labour Laws in 1962

Law	Prosecutions Against Workers	Prosecutions Against Employers	Number of Convictions	Instituted by		
				District Labour Office	Police	Gendarmerie
Children & Young Persons (Employment) Law, Cap. 118	-	14	12	14	-	-
Factories Law, Cap. 134	-	22	17	21	1	-
Hotels (Conditions of Service) Regulations, 1953	-	3	1	1	2	-
Shop Assistants Law, Cap. 185	-	929	789	20	793	116
Summer Afternoon Recess Law, Cap. 186	-	220	204	8	199	13
Bakeries (Nigh Work) Law, Cap. 177	-	151	138	-	151	-
Accidents & Occupational Diseases (Notifi- cation) Law Cap. 176	-	2	2	2	-	-
Aliens & Immigration Law, Cap. 105	-	25	19	-	21	4
Domestic Servants (Employment of Children and Young Persons) Law, Cap. 179.	-	-	-	-	-	-
Port Workers (Regulation of Employment) Law, Cap. 184	-	-	-	-	-	-
Social Insurance Law Cap. 354	36	338	348	374	-	-
Total	36	1704	1530	440	1167	133

Note: 210 cases were either withdrawn or dismissed or pending at the end of the year.



APPENDIX 1 .

(Reference paragraph 41 of the Report)

LIST OF PERSONS APPEARING ON THE PROFESSIONAL, EXECUTIVE  
AND TECHNICAL REGISTER AT THE END OF 1962.

OCCUPATION	NO.	QUALIFICATIONS & REMARKS
Architects	2	Still studying in England
Mechanical Engineers	1	Technical School of Athens
	1	Temporarily employed - long experience
Civil Engineers	2	Still studying in England
	2	Istanbul Technical University
Electrical Engineers	2	Still studying in England
	2	In employment
	1	B.Sc.
	1	Technical School of Leros
	1	Technical School of Istanbul
	2	Still studying in Greece
Radiotechnicians	5	Graduates of the Radiotechnical School of Athens
	1	Northern Polytechnic
Telecommunications	2	Employed in England
Radio Officers	1	
Mechanical Engineers	1	Technical School of Athens
	1	Long Experience; in temporary employment.
	3	British, out of Cyprus, in employment.
Aeronautical Engineers	1	Still studying in England
	3	Employed - (Beirut - Aden - Cyprus).
	1	British, in England - employed
Chemical Engineers	1	Technical University of Athens. Temporarily employed as a teacher.
Chemists	6	All in England, studying for M.Sc. Degree and Research.
Geologists	1	British - Bristol University B.Sc.
Veterinarians	1	Ankara University
Physicians	1	British (in England)
Nurses	1	Not qualified nurse & chiropodist } still in U.K.
Teachers	1	Still studying in England - Geography & Economics
	1	Guildhall School of Music - A.G.S.M. pianoforte - Degree, University of London.

OCCUPATION	NO.	QUALIFICATIONS & REMARKS
Lawyers	6	British abroad - with Degrees in different subjects
	1	Regent Str. Polytechnic - English Literature. Diploma
	1	London Polytechnic B.Sc. Econ. -Geography
	1	Institute of Book-keepers Association
	1	B.A. Honours in History
	1	By correspondence - La Salle University. Chicago - Diploma.
Draughtsmen	4	Barristers-at-Law (one of them still in England).
	1	British - Employed; in England.
Accountants	1	Draughtsman in Mechanical Engineering (by correspondence) Bennet College
	1	Assoc. of Certified Accountants
	2	Long experience - not qualified - in employment
	1	Institute of Cairo - Accounting Higher of the London Chamber of Commerce 1953
	1	School of Accountancy Glasgow - Diploma.
	3	Higher School of Economics & Commerce Athens - in Cyprus
Social Workers	1	Balham & Tooting College of Commerce A.I.A. - A.C.I. L.C.C. R.S.A.A. Commerce & Accounting
	1	University College Cardiff - Wales Diploma Soc. Ser.
	1	School of Soc. Science, Greece - still in Greece studying.
Economists	1	Balham & Tooting - College of Commerce - B.Sc. Economics (Hull University)
	1	University College of Swansea, Degree B.A. Economics (Honours)
	1	B.Sc. Econ. London School of Econ. in temporary employment.
	1	Cert. of the Athens School of Econ. & Business Science.
	Interpreters	1
Administrators	1	Manchester College of Science & Technology Diploma
	1	Birmingham College of Commerce, Dipl. in Bus. Administration,  (1xx ) /.....

OCCUPATION	NO.	QUALIFICATIONS & REMARKS
Agriculturists	1	Alexandria - Amer. Mission Com. College Diploma.
	1	American Univ. of Beirut - Dipl, Bus. Admin.
	2	Balham & Tooting College of Com. - Cert. in Bus. Adm.
	1	B.A. Degree of University of New Jersey.
	1	Royal Agr. College of Gloucester U.K. Dipl. in Agriculture, temporarily employed as a teacher.
	1	University of British Columbia, Canada, Degree in Agr. in England.
	1	Faculty of Agric. University of Ankara Diploma.

BASIC AGREEMENT  
ON  
STANDARD RULES FOR THE NEGOTIATION OF AGREEMENTS  
AND FOR  
SETTLEMENT OF DISPUTES AND/OR GRIEVANCES

(Reference paragraph 72&93 of the Report)

Introduction

By the following Basic Agreement entered into between the Cyprus Employers Consultative Association (C.E.C.A.) on one hand, and the Pancyprian Federation of Labour, the Cyprus Workers Confederation, the Cyprus Turkish Unions Federation and the Cyprus Federation of Independent Trade Unions on the other hand, the two sides undertake to recommend to their members and affiliated organizations to have this Agreement voluntarily ratified; whereupon the negotiating parties concerned will abide by it.

Part I.

STANDARD RULES FOR THE NEGOTIATION OF AGREEMENTS

Scope

These Rules are aimed at the improvement of possibilities of reaching peaceful solutions in all disputes over the negotiation of new agreements or renewal, amendment, or cancellation of sections of existing agreements.

Procedure

Step 1.

- (a) In the event of renewal (extention for a further period), or amendment (after expiration) of existing agreements the party initiating action shall give the other party at least two months advance notice in writing accompanied by the list of claims. (Copy of the notice and list should be forwarded to the Ministry of Labour and Social Insurance.
- (b) In the event of renewal or amendment of existing agreements if no notice is submitted in due time the agreement shall remain in force for another year.
- (c) In the event of new agreements steps 2 - 5 will be followed.

/Step 2.



Step 2.

After the lapse of a reasonable period of time but at any rate not later than three weeks after the submission of the notice in writing and the accompanied list of claims, unless both parties are agreed to a postponement, direct negotiations will be instituted between the parties concerned in an effort to conclude a collective agreement on the claims. The Trade Unions agree to commence negotiations within a week of the employer's invitation to direct negotiations.

Step 3.

Should a break-down of direct negotiations be declared by any of the parties, the parties may submit jointly their case to the Ministry. If no negotiations are re-opened within two weeks from the date of the reporting of the break-down the parties shall submit their case to the Ministry for mediation.

Step 4.

In the event of deadlock being continued after step 3 above the parties may consider referring their case to voluntary arbitration under the Trade Disputes (Conciliation, Arbitration and Inquiry) Law, Cap. 187.

No strike or lock-out shall be engaged in and no measures of victimisation by either side shall be applied during the period embraced by steps 4 or 3 of the procedure, whatever the case may be, outlined above. Should the procedure be exhausted, however, without the conclusion of agreement, both parties may exercise their legal rights, if they so wish, to promote their interests.

Step 5.

In case of strike or lock-out a week's prior notice in writing shall be given - unless otherwise agreed between the parties concerned in an agreement on grievance settlement - with a copy to the Ministry of Labour or its District Office concerned.

/Part II

PART II  
STANDARD RULES FOR SETTLEMENT OF DISPUTES AND/OR  
GRIEVANCES

Scope

These Rules are applicable to personal complaints and to all grievances over the interpretation and/or implementation of existing collective agreements.

Procedure

Step 1.

- (a) Personal complaints and grievances must be presented first by the employee to the immediate supervisor/foreman concerned.
- (b) The complaint/grievance if not settled at level (a) above and within a specified period may be raised in writing with Senior Management who will discuss same with the employee, accompanied if he so wishes, by his Trade Union representative and who will endeavour to settle the complaint/grievance within a specified period.

Provided that the local Trade Union representative may raise issues arising out of an existing agreement which, in his opinion, have not been raised or, if raised, not settled in accordance with existing regulations and/or collective agreements.

Step 2.

If no agreement is reached at the preceding level the dispute shall be referred in writing for consideration and settlement to a Grievance Committee consisting of Management, Staff and/or Trade Union representatives, meeting either at regular intervals as a permanent machinery of the establishment or ad hoc.

Step 3.

- (a) In the event of deadlock the parties must submit jointly the matter to mediation or directly to arbitration, whichever they agree.
- (b) If the matter is submitted to the Ministry of Labour and Social Insurance and the latter finds it impossible to settle the complaint/grievance it must be referred to arbitration within a mutually agreed period of time which at any rate will not exceed 30 days after the final meeting. The arbitrator/s who will be appointed by the parties concerned or, failing agreement, by the Minister himself, will issue a final and morally binding decision.

/(c)

(c) Cases of dismissal or suspension shall be settled as soon as possible and at any rate within a maximum period of 2 weeks; otherwise they shall be submitted immediately to arbitration.

The contracting parties agree that they shall engage in no strike or lock-out during the period embraced by the three step procedure outlined above.

Step 4.

In the event of either of the parties rejecting the decision of the arbitrator/s, and wishing to resort to industrial action it shall give the other party 7 (seven) days notice in writing in advance of its intention to do so.

Step 5.

No complaint/grievance will be accepted unless presented within 7 (seven) days after the date of origination or discovery of the facts or events upon which the complaint/grievance was based.

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Cyprus Employers' Consultative Association

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Pancyprian Federation of  
Labour

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Cyprus Workers' Confederation

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Pancyprian Federation of  
Independent Trade Unions

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Cyprus Turkish Trade Unions  
Federation

The above agreement has been signed on Monday the 19th day of November 1962 in the presence of Mr. TASSOS PAPADOPOULOS, Minister of Labour and Social Insurance in witness whereof he has set his signature hereunder.

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TASSOS PAPADOPOULOS

Minister of Labour and Social Insurance.

(Reference Paragraph 178 of the Report)

CONTRIBUTION CONDITIONS FOR BENEFITS AND GRANTS  
PROVIDED BY THE SOCIAL INSURANCE LAW.

The contribution conditions for sickness benefit, unemployment benefit, maternity grant or a death grant are:-

- (a) that not less than twenty-six contributions have been paid by the insured person; and
- (b) that not less than fifty contributions have been paid by or credited to him for the last complete contribution year before the beginning of the benefit year which includes the day on which the conditions are required to be satisfied.

The contribution conditions for a marriage grant, widow's pension or age pension are:-

- (a) that not less than one hundred and fiftysix contributions have been paid by the insured person; and
- (b) that the yearly average of the contributions paid by or credited to him over the period -
  - (i) beginning on the first day of the contribution year which includes the appointed day or, if he reaches the age of sixteen years after the appointed day, on the first day of the contribution year in which he reaches that age; and
  - (ii) ending on the last day of the last complete contribution year before the beginning of the benefit year which includes the days on which the conditions are required to be satisfied;is not less than fifty.